THE SLII EXPERIENCE™

Innovative Learning Design

Situational Leadership® II (SLII®) is the most widely taught leadership model in the world. To keep pace with today's learners, we continually innovate and enhance our learning designs and delivery modalities. Based on feedback from client partners and continued research, we created the new learning design called The SLII Experience.

Discover some of the innovative changes that we've made

- Bold start that increases learner participation, engagement, and excitement and involves people with what they're learning.
- Role plays use real-life situations. Learners use real situations and solve real problems in real time.
- Technology is used extensively to engage the learner. Learners can access the content online, before the learning experience, during the learning experience, and especially after the learning takes place. And that's where the real reinforcement happens.
- Emotionally compelling videos draw the learner into engaging scenarios that teach them how to spot opportunities to use the concepts effectively and showcase the impact of not using the concepts appropriately.

THE KenBlanchard® COMPANIES

What and Why

Deliver learning in manageable segments designed to match individuals' learning preferences.

How The SLII Experience™ Delivers

- The SLII Experience is organized into phases: LAUNCH, LEARN, PRACTICE, and MASTER. It's a learning experience mastered over time, not a one-time workshop.

- The SLII Experience was designed to be delivered in a variety of ways. Learners and trainers have multiple design and learning options to choose from.

- Organizations are made up of several generations of workers, so the content is designed to be delivered and accessed in many different ways, and meets people where they are based on their learning preferences.

- Virtual classroom, traditional classroom, and blended options offer flexibility for trainers while the interactive design keeps the learning journey fresh for the participants.

- Self-Study lessons use a variety of learning modalities to keep learners surprised and engaged moment to moment.

Engage the Learner
When you're teaching people, it's important to engage and energize them. When people are excited about the learning experience and the content, they take greater responsibility for learning and using what they've learned once they're back on the job.

- The SLII Experience immerses people in the content quickly. Small-group team-building experience, engaging videos, large-group discussion, and time for reflection are just a few of the things the learner experiences in the first hour! The focus is on *doing* right from the start, rather than sitting and learning.

- Less lecture, and more interaction and practice draw upon the learners' personal experiences and real work challenges.

- Learners ramp up quickly because they're applying what they've learned to issues that are real and, therefore, relevant for them. This practice also boosts their retention and confidence when they begin to use their new skills with their team members.

- Fun, engaging, and humorous videos create emotional connections between the learners and the characters' situations and the choices they make. Learners are pulled into the scenarios and they engage with the characters and their stories.

- Redesigned learner materials are fresh, inviting, and inspiring. The participant portfolio has an executive feel to it, which encourages learners to keep it accessible and refer to the materials to teach others.

Provide Anytime Anywhere Access
People tend to prepare, learn, and review in a time frame that works for them. So we've developed online tools that allow this to happen in ways that work for each learner.

- Participants have 12 months of access to a learner portal that provides critical tools and guidance from anywhere and on any device with a browser.

- Formal learning reinforced and supported by informal learning tools provides people with what they need when they need it.

- The SLII Challenge, Fitness Test, and tools for teaching others are all accessible via an online portal so learners can learn and refresh their knowledge conveniently.

- On-demand videos can be viewed whenever and wherever as refreshers once the participants are back on the job.

- The SLII App allows users to plan for more effective conversations with team members.

What and Why

Sustain and Reinforce the Learning

Organizations use training to improve performance and create change. But in order to accomplish this, the concepts leaders learn must be revisited and reinforced many times for them to be internalized. So we've created dozens of tools that reinforce, support, and cement learning.
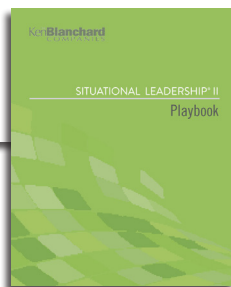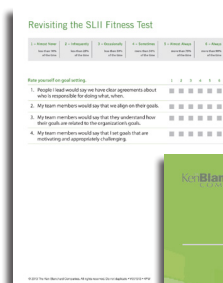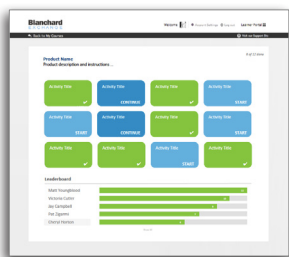
How The SLII Experience™ Delivers

- A 5-minute, online, self-study video module called *The Power of SLII* makes teaching others scalable. Managers can use it as a refresher and they can share it with all of their team members so that everyone can learn the language and use the tools of The SLII Experience.

- The SLII Challenge includes 12 steps or lessons that allow learners to practice, test, and retest their knowledge of The SLII Experience when it's convenient for them, which improves their leadership effectiveness. They can do the steps in any order, to any depth, and at any pace they choose. They can measure their progress through the SLII Fitness Test or leadership interview questions. The SLII Challenge accelerates the learner's journey to becoming a true Situational Leader.

- All 23 videos used in the training double as participant materials so they can be used as refreshers. This includes the new Style Demonstration videos. And, all the SLII Game Cards are downloadable so they can be used in team meetings.

- The SLII App gives learners the ability to diagnose on the fly and prepare for a conversation with a team member. The SLII App for team members will help them learn and use SLII in real time, just before or during conversations with their leaders.

- Etools and Conversation Starters provide tips and guidelines for having Alignment Conversations and development discussions with others. Since they are designed to be shared with team members, everyone is working with and using the content, not just the individual receiving the training.

- The SLII Fitness Test is taken before training, during training, and as many times as managers want after training. It gives managers data on their progress in putting their learning into practice.

- Learners can access and explore all of this content at any pace and in any order. They can skim to refresh or take a deep dive. And since many of the tools are accessible to team members and direct reports as well as to the leader, there's no limit to the number of people who can learn the content or the number of times people can access the content.

- The SLII Playbook supports the learning initiative sponsor. It contains best practices, tips, and suggestions that help internal sponsors and learning champions maximize the effectiveness and use of The SLII Experience across the entire organization before, during, and after the learning experience, plus contains ways to use social media to create excitement before the learning events and sustain momentum during the mastery phase.

What and Why

Create Collaboration, Critical Mass, and a Tipping Point for Organization-wide Adoption

Building ways for learners to collaborate is key. Making the learning experience social and supporting this through communities of practice increases the likelihood of creating impact. It also helps to create critical mass and excitement, and it tips the organization toward effective leadership more quickly.

Teach Teams Not Just Individuals

It's important to teach teams, not just individual leaders. This drives accountability and momentum.

Provide Robust Feedback

Feedback allows learners to assess where they are and course-correct for quicker improvement.

How The SLII Experience™ Delivers

- Robust collaboration, interaction, and practice in the classroom create informal cohort groups and support networks that can advise each other on real-life situations and experiences long after the learning experience.

- Tablet-friendly etools and mobile apps allow individuals to access content from remote devices and easily share the content with team members, colleagues, and direct reports.

- *The Power of SLII* video and SLII App for team members allow leaders to easily share the concepts with their team and give them know-how about the content and navigating conversations about their needs with their leader.

- The new learning design gets people focused on solving real-work issues and working toward real goals from the onset of the learning experience.

- The accelerated learning design gets learners up to speed sooner and drives competence and mastery more quickly.

- Tools, support, and reinforcement help managers and their teams create a tipping point, which drives results across the organization.

- Built-in assessment tools help learners identify strengths and areas for improvement in the beginning of the learning journey.

- Tools and quizzes test for behavior throughout the process; they are built in to the SLII Challenge and SLII Fitness Test to allow learners to test and retest knowledge and skills.

- Classroom practice sessions leverage peer feedback to accelerate learning and behavior change.

- Our web-based Leadership Action Profile II (LAPII) is tightly integrated with The SLII Experience and for increased leadership effectiveness can be added pre- or post-training to reveal leadership strengths and opportunities unique to your workplace environment.
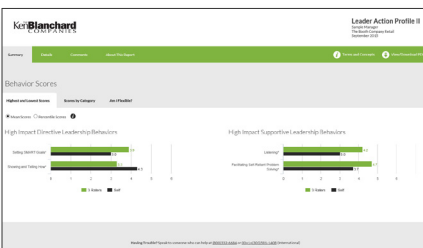
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