



# SLII® AND SELF LEADERSHIP

## Double the Effectiveness of Your Management Training

As in any relationship, there are two sides to the manager–employee dynamic. Both sides need to actively contribute and work together to create an effective, trusting, and productive partnership.

In most organizations, the focus of training initiatives is on leadership development, to help managers better engage, develop, and improve the performance of their people.

But what about their direct reports?

Research shows that the most important ingredient in your organization's success is the proactive behavior of your individual contributors. If a manager's direct reports are disengaged, unmotivated, and doing the bare minimum to get by, then there's a problem. Your valuable investment in manager training won't be as effective as it could be if their people aren't meeting them halfway.

That's where Self Leadership comes in. It's the complementary program to Situational Leadership® II (SLII®) and addresses the other side of the relationship: the individual contributor.

Building on the proven, time-tested SLII model, Self Leadership teaches your individual contributors the mindset and skillset they need to become empowered, proactive self leaders who take control of their own success and are committed to getting results for your organization.

When you use SLII with your leaders and Self Leadership with your individual contributors, you address both sides of the manager–employee relationship and magnify the impact of your training dollars.

- Instill a common language for discussing development and performance
- Increase the quality and quantity of performance conversations
- Build more open and trusting manager–employee relationships
- Develop empowered, self-reliant leaders
- Increase the speed to D4, mastery on key goals and tasks
- Increase performance, productivity, and results

## THE SKILLS TO DRIVE PERFORMANCE

In both SLII and Self Leadership, participants are taught the three key skills of effective leadership and learn to take accountability for their contribution to each.

| MANAGERS   | SKILLSET                 | INDIVIDUAL CONTRIBUTORS   |
|--|--------------------------|---|
| Set SMART goals that clarify expectations and define what a good job looks like                          | Goal Setting             | Learn to clarify, negotiate, or reframe goals to ensure they are SMART  |
| Assess the development level of their people on a goal or task   | Diagnosing               | Evaluate their own level of competence and commitment on a given goal or task   |
| Use the appropriate leadership style to match the development level of their people                      | Matching                 | Learn how to have four conversations, based on their development level, to ask for the direction and support they need to be successful |
| Conduct alignment conversations to agree on goals, development levels, and the required leadership style | Partnering Conversations | Initiate One on One conversations to discuss goals, updates, challenges, successes, questions, and concerns                             |

## THE MINDSET TO CREATE ACCOUNTABILITY

In addition to teaching your individual contributors the skills that align with SLII, Self Leadership helps them develop the mindset of a self leader, shifting the responsibility for their development and performance from their manager to themselves.

- Challenge Assumed Constraints – Explore the beliefs that limit their ability to learn and grow
- Activate Points of Power – Understand five types of power and how to harness their power to help themselves and others achieve their goals
- Be Proactive – Learn how to proactively solicit feedback, share solutions, and negotiate for autonomy



### Global Headquarters

125 State Place  
Escondido, CA 92029 USA

From anywhere: +1 760.489.5005

Within the US: 1.800.728.6000

Fax: +1 706.489.8407

For a list of our offices worldwide, visit  
[www.kenblanchard.com](http://www.kenblanchard.com)

## MAKE EVERYONE A SELF LEADER

By providing all your employees with the skills they need to be self leaders, you build a healthy and empowered workforce that is engaged, committed, and consistently working hard to drive results for your organization.

Contact us to learn more about increasing the impact of your training investment by incorporating both SLII and Self Leadership into your development curriculum.

**For more information, contact your Blanchard Sales Associate  
or call 1.760.233.6725 to get started**