



DOUBLE THE EFFECTIVENESS

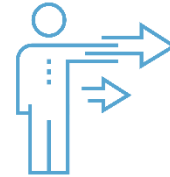
OF YOUR MANAGEMENT TRAINING

# Two Sides to Every Relationship



#1 area of spending in corporate training is **management** and **leadership**

Yet research shows the single most essential ingredient in organizational success is the proactive behavior of **individual contributors**.



A woman with long, dark, wavy hair is sitting at a desk in an office. She is wearing a black blazer over a bright red top. She is looking towards a man whose back is to the camera. The man has short brown hair and is wearing a dark shirt. The background is a blurred office environment with a desk, chair, and window.

**Are your individual contributors impacting the effectiveness of your management training?**

# The Perfect Complement

**MANAGERS**



**The SLII Experience™**

**INDIVIDUAL CONTRIBUTORS**



**Self Leadership**



1 + 1 = 3



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

# Common Skills to Drive Performance

## MANAGERS

Set SMART goals that clarify expectations and define what a good job looks like.

## INDIVIDUAL CONTRIBUTORS

Learn to clarify, negotiate, or reframe goals to ensure they are SMART.

### GOAL SETTING

Assess the development level of their people on a goal or task.

Self-assess competence and commitment on a given goal or task.

### DIAGNOSING

Use the appropriate leadership style to match the development level of their people.

Learn how to have conversations, based on development level, to ask for the direction and support they need.

### MATCHING

Conduct alignment conversations to agree on goals, development levels, and the required leadership style.

Initiate one-on-one conversations to discuss progress on goals, successes, challenges, successes, and need for shift in leadership style.

### PARTNERING


# Mindset of **Self** Accountability



- Explore the beliefs that limit their ability to learn and grow.
- Understand how to harness different types of power to help themselves and others achieve their goals.
- Learn how to proactively solicit feedback, share solutions, and negotiate for autonomy.

# What our clients say...



A Touchstone Energy® Cooperative 

*“By giving everyone the same tools to use when communicating, we have been able to build strong leaders who develop the competence, motivation, and confidence of their staff—and individual achievers who take responsibility for their own initiative and results. Using these two programs together has allowed our leaders to become true partners with their direct reports.”*

—Mike Easley, CEO,  
Powder River Energy Corporation



# Ready to get started?



When managers and their direct reports share a common language for discussing performance, you create true partnerships that accelerate development, increase productivity, and deliver powerful results.

**LET'S DOUBLE THE  
EFFECTIVENESS OF YOUR  
MANAGEMENT TRAINING.**