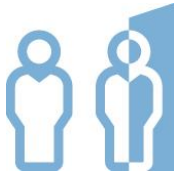
Wirth
LEADERSHIP & COACHING

Blanchard® Partner Network | Channel Partner

Poor Leaders Could Be Costing Your Company Millions

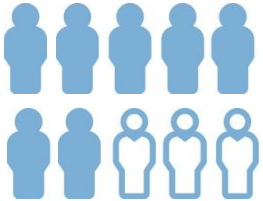
HIGH TURNOVER



9–32%

of an organization's turnover can be avoided through better leadership skills.

LOWER ENGAGEMENT

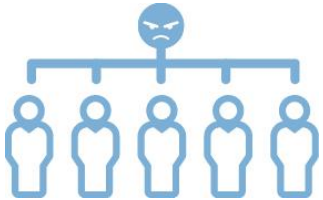


ONLY 30%

OF U.S. EMPLOYEES

are engaged at work, and managers account for at least 70% of the variance in employee engagement.

LOWER PRODUCTIVITY



58%

OF EMPLOYEES

say poor management is the biggest thing getting in the way of productivity.

POOR RESULTS

POOR

LEADERSHIP

costs the typical organization as much as **7%** of their total annual sales.

Source: *Making the Business Case for Leadership Development*, The Ken Blanchard Companies.

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What can you do to prevent the problems caused by ineffective managers?

Are your managers meeting the needs of their people?

Research shows that people need different levels of direction and support depending on their level of competence and commitment.

The problem is that most managers have *only one* leadership style that they use with everyone, in every situation.

One Size Does Not Fit All

"An important piece of the puzzle is enhancing the ability of leaders to adapt to **different situations** and **adjust their behavior**."

54%

of leaders use only one leadership style, regardless of the situation.*

WHICH MEANS

50%

of the time or more, leaders are using the wrong leadership style for meeting the needs of their people.

Source: "What's Missing in Leadership Development?" *McKinsey Quarterly*, August 2017.
Getting to Know the LBAII, The Ken Blanchard Companies.

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Train and Coach Your Managers on the Skills of SLII

situational leaders give their people exactly what they need, when they need it.

They know how to develop competent, self-reliant contributors who deliver results for your organization, faster.

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The Leaders Your People Need

situational leaders give their people **what they need, when they need it**, accelerating their development and creating a more productive, passionate workplace.

ACCELERATE DEVELOPMENT

INCREASE PRODUCTIVITY AND PERFORMANCE

INCREASE ENGAGEMENT AND RETENTION

CREATE PROACTIVE PROBLEM SOLVERS

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Blanchard's SLII®

- The most widely taught leadership model in the world
- Used to train more than 5 million managers at leading organizations
- Validated through decades of research
- Universally impactful at all levels across an organization
- Proven results

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SLII® Teaches Leaders

- **Goal Setting** – getting alignment on what needs to be done and by when
- **Diagnosing** – assessing someone's competence and commitment on a specific goal or task
- **Matching** – providing the appropriate leadership style

Proven, Time-tested Leadership Model

An easy-to-understand, easy-to-remember, easy-to-use framework

That helps promote high-quality conversations about performance and development

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SMART Goal Setting

Specific	What exactly is the goal or task? What does a good job look like?
Motivating	Am I excited and interested in this goal?
Attainable	Is the goal realistic and achievable?
Relevant	Is the goal important and aligned with organization goals?
Trackable	Is there a way to gauge progress? Are there measures?

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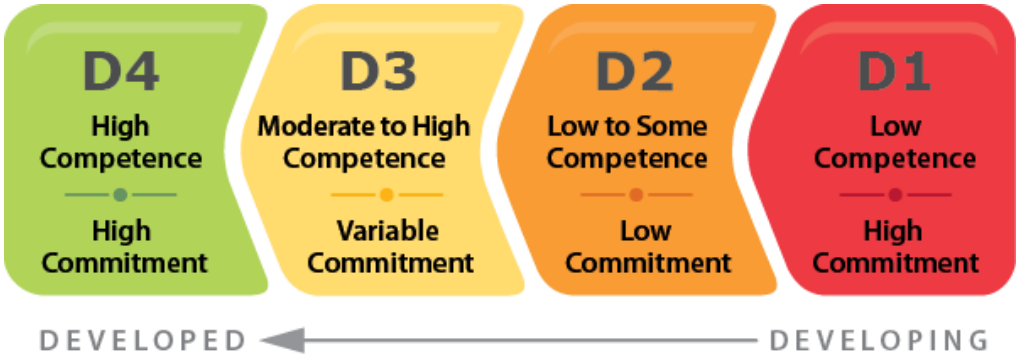
The Development Cycle

- Research shows that people go through four distinct stages of development when learning a task.
- Development level is goal- or task-specific, not person-specific.



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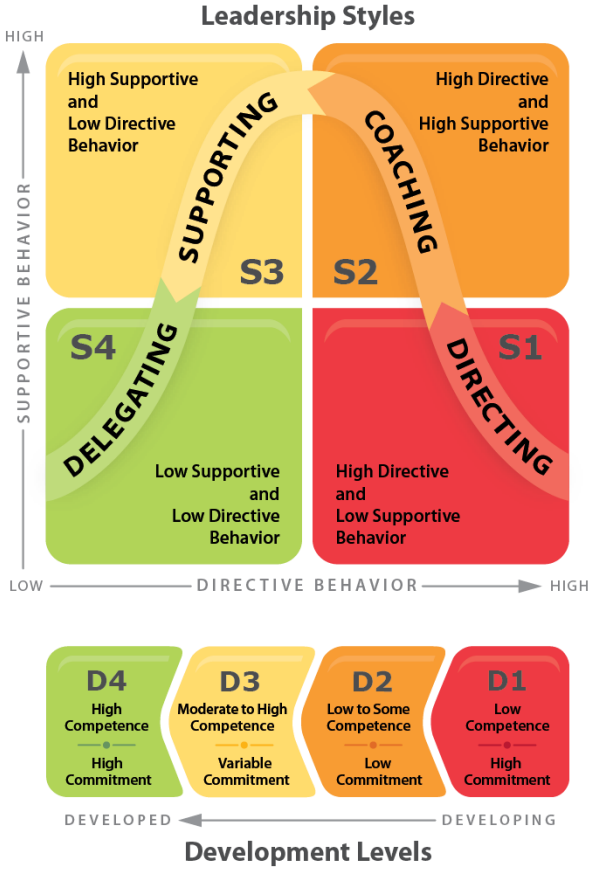
The Four Leadership Styles

Build confidence in competence

Value contribution

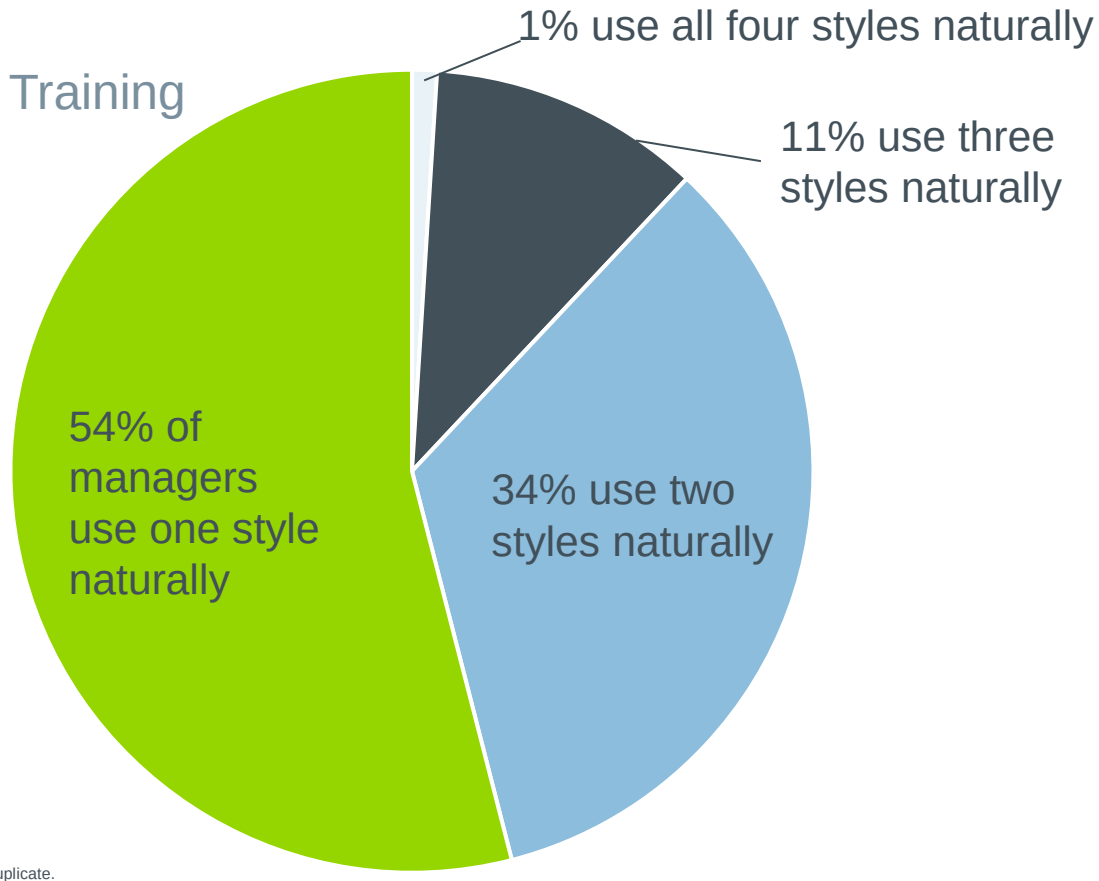


Re-energize and reteach

Help others build competence

Why Match?

Before SLII Training



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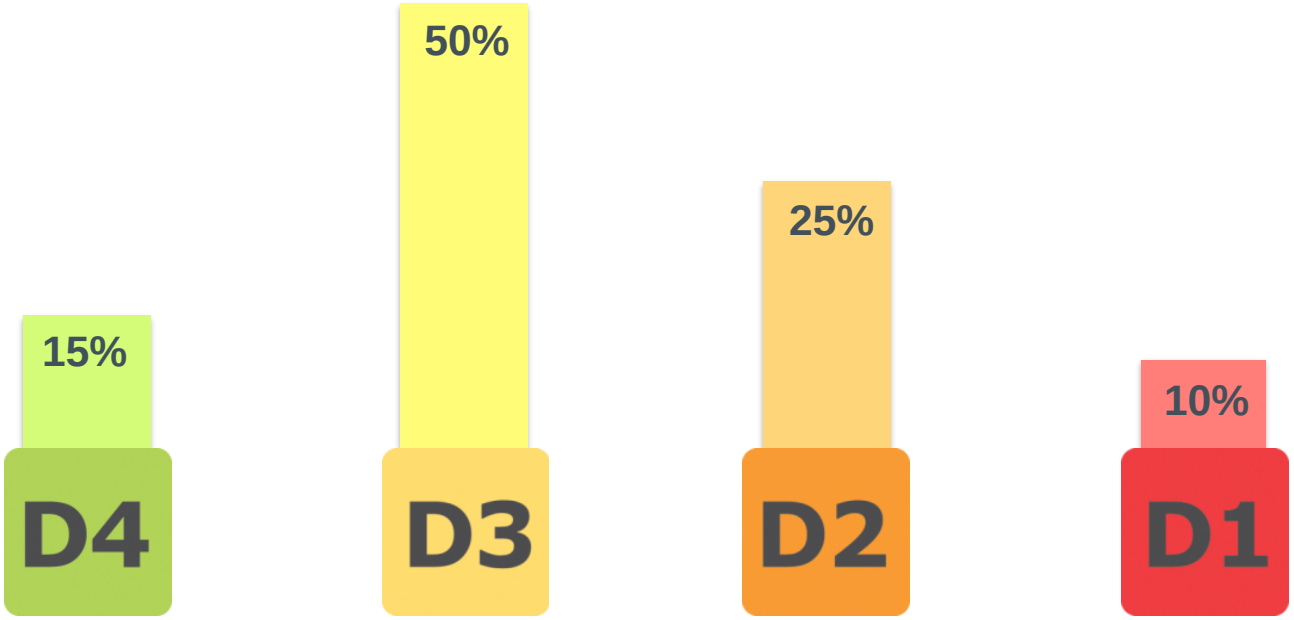
Why Match?

Critical Task Distribution



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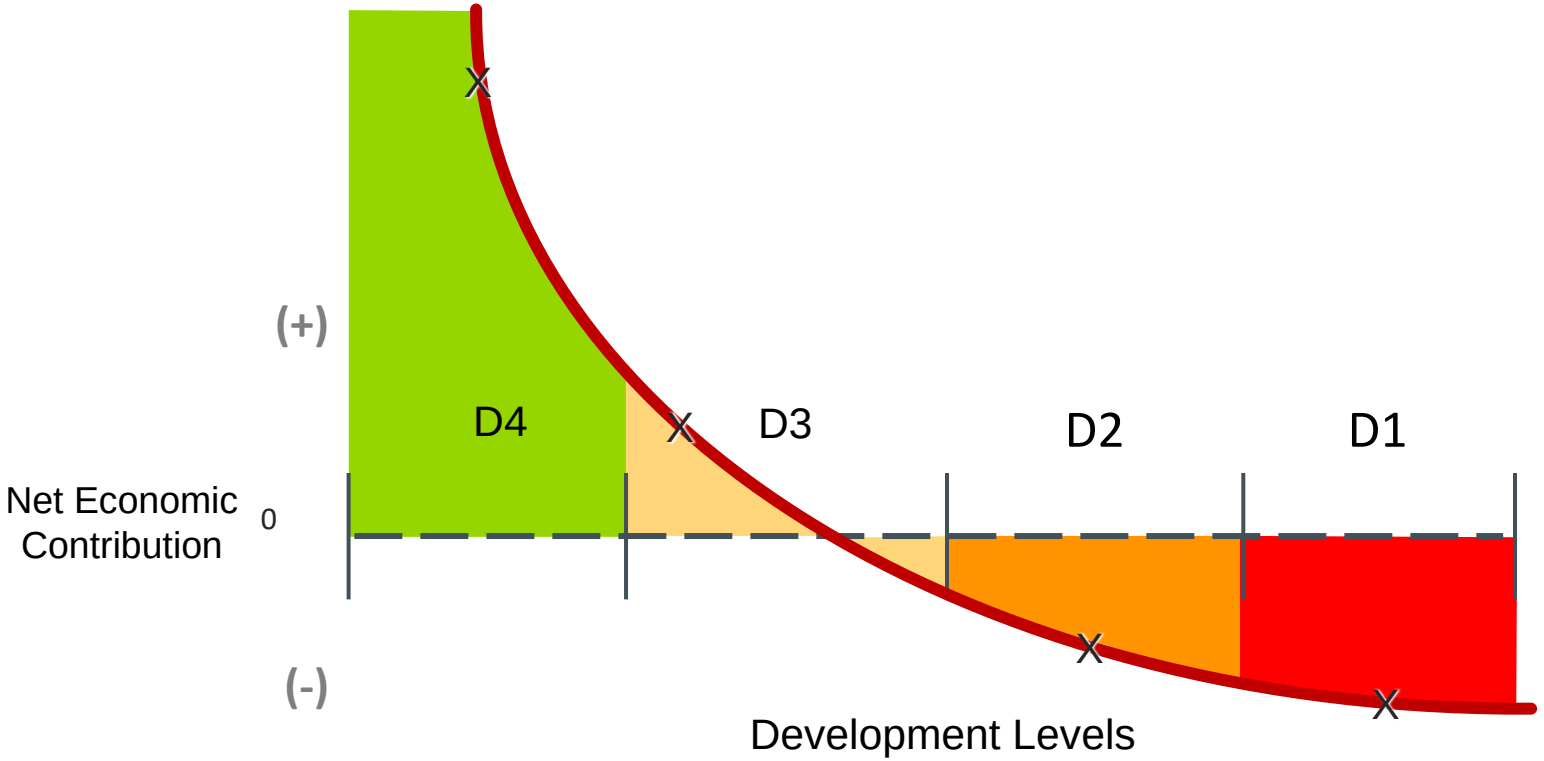
The Economics of Different Development Levels



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What could your company accomplish if you had more people performing critical goals and tasks at D4, faster?

SLII® Impact

"SLII helps us understand each situation and the leadership style that will meet the team member where they are with a particular task or project. The program provides leaders with the tools and skills they need to help their team members perform at the highest level possible."

—Garry Ridge, CEO, WD-40 Company

93%
employee engagement scores

WD-40

54%
increase in sales

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How do you train your leaders to be situational leaders?

The SLII Experience™

- Emotionally compelling videos
- Flexible learning designs and delivery
- Practice with real work problems
- Online tools for mastering SLII

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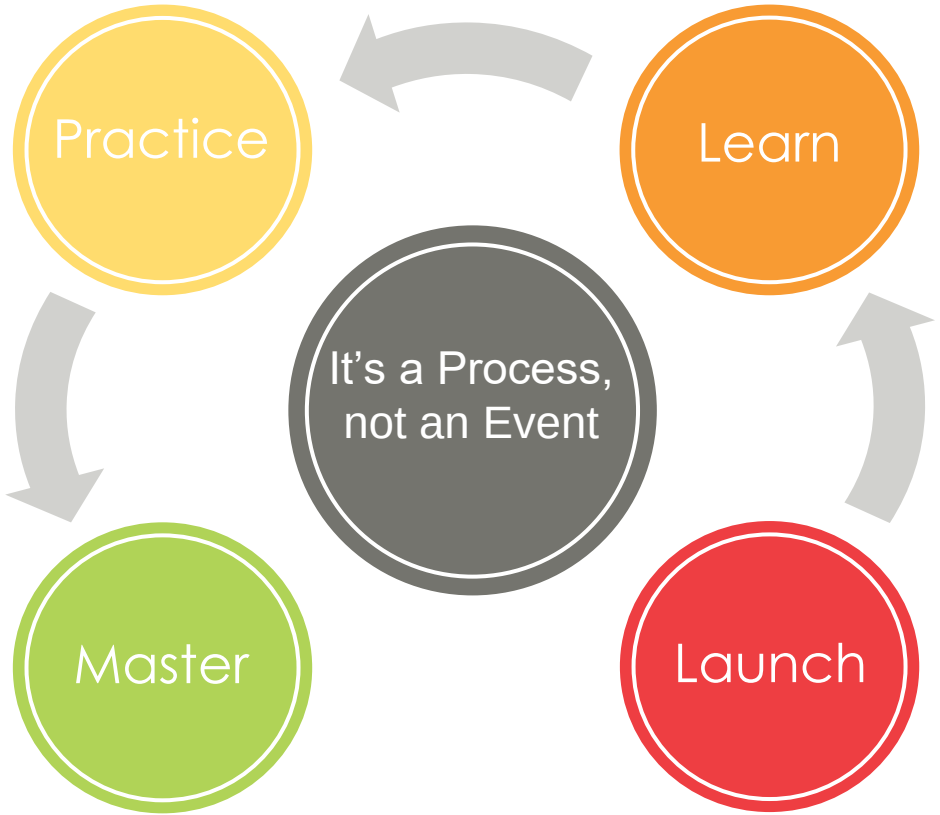
The SLII Experience™



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What our clients say…

"The streamlined participant materials and engaging videos make the concepts of SLII come alive. This isn't just a lecture course. Participants spend time practicing the fundamentals of SLII® so that they can start applying the new skills immediately."

—Shannon Wellman, Director of Talent Development,
Bridgepoint Education

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What our clients say…

"SLII isn't just a theoretical program. It is a time-tested, research-based program that teaches easily transferable leadership skills. But the real magic happens when you use the sustainability tools. Take advantage of all the material on the portal, use the challenges and the Playbook, and you will transform your leaders and inspire your teams to greater performance."

—Julie Brady-Crandall
Senior Manager of Learning and Development
Ingram Micro

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Ready to get started?

When people get the leadership style they need, when they need it, their performance accelerates, work passion increases, and your organization thrives.

LET'S DEVELOP YOUR LEADERS TO BE SLII® LEADERS.

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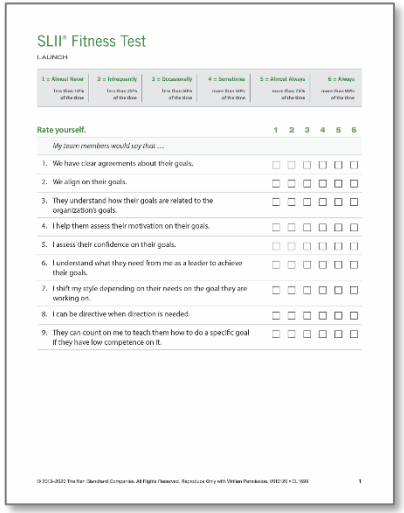
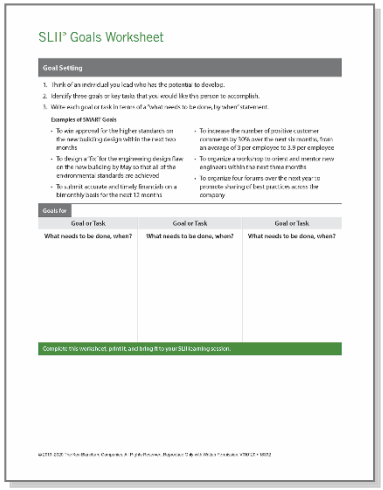
APPENDIX

LAUNCH

LBAII® Self Assessment



The SLII Fitness Test



SLII Goals Worksheet

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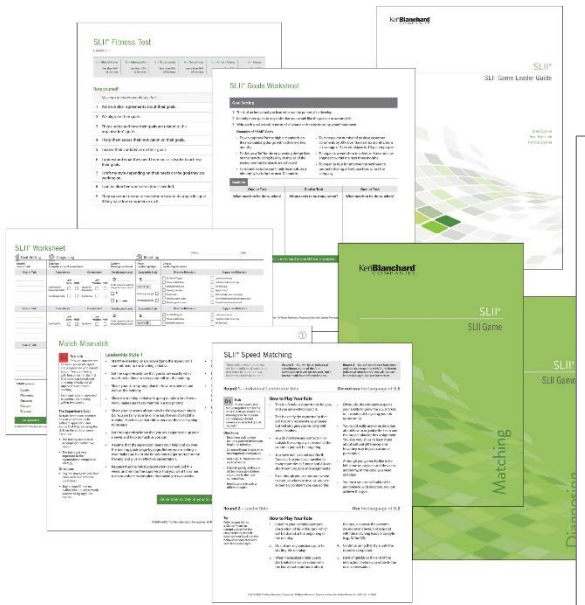
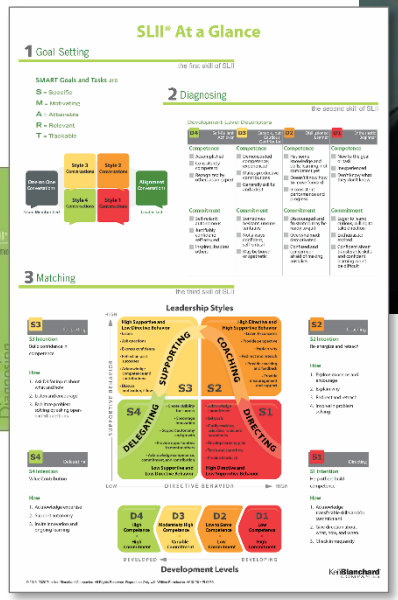
LEARN





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PRACTICE

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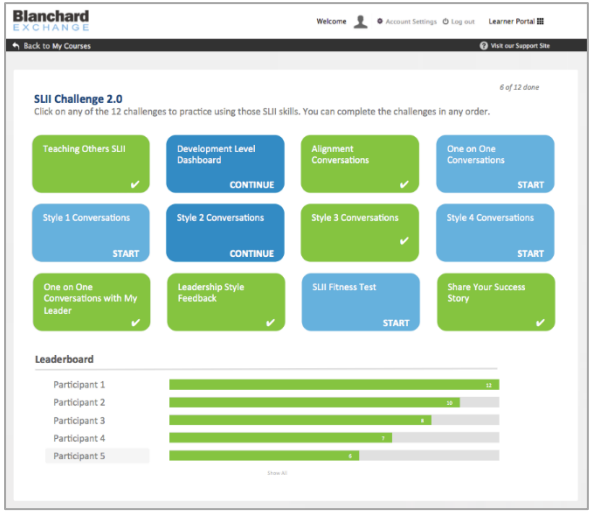
MASTER

The Power of SLII Video

SLII App

SLII Challenge



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The SLII Experience™

LEARN Self-Study and PRACTICE Virtual

1 hour	3 hours	2 hours	2 hours	2 hours	Ongoing
LAUNCH	**LEARN**	**PRACTICE**			**MASTER**
SELF-STUDY through Blanchard Exchange Learner Portal • LBAII • SLII Fitness Test • SMART Goals Video • SMART Goals Worksheet	**SELF-STUDY** through Blanchard Exchange Learner Portal • Best/Worst Leader • The SLX Story—Parts 1, 2, and 3 • Three Skills of SLII® • Six SLII Conversations • First Skill—Goal Setting • Second Skill—Diagnosing • Development Level Needs • Third Skill—Matching • Match-Mismatch	**SESSION 1** virtual classroom (paper or electronic materials) • Match-Mismatch • Oversupervision • Undersupervision • The SLX Story—Part 4	**SESSION 2** virtual classroom (paper or electronic materials) • The SLX Story—Parts 5 and 6 • Alignment Conversations • SLII Game—Matching • LBAII	**SESSION 3** virtual classroom (paper or electronic materials) • Leadership Style Practice • One on One Conversations • Tools for Mastering SLII	**SELF-STUDY** through Blanchard Exchange Learner Portal • SLII App • Learn the SLII Model Online • SLII Challenge • Access to tools, worksheets, and videos

- Assessments to Provide Feedback on Effectiveness
- Partner with Leader and Organization to Increase Return on Investment
- Best Practice Playbook for Successful SLII Change Initiative
- Coaching Sessions to Support Application of Learning
- Online Tools to Master Content and Use with Others