

A background image showing two men in an office. An older man with grey hair, wearing a dark suit jacket over a light-colored shirt, is leaning over a desk. A younger man with brown hair, wearing a light blue button-down shirt, is sitting at the desk, smiling and looking down at a document or laptop. The scene is brightly lit, suggesting a window in the background.

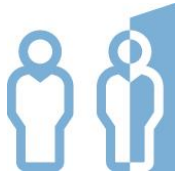
BE THE LEADER YOUR
PEOPLE NEED



Blanchard® | Channel
Partner Network | Partner

Poor Leaders Could Be Costing Your Company Millions

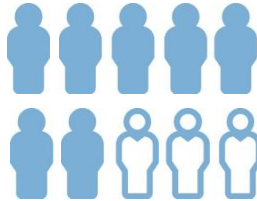
HIGH TURNOVER



9–32%

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

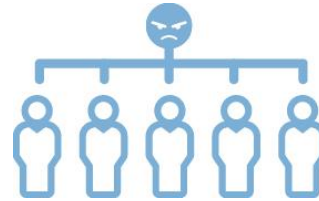
LOWER ENGAGEMENT



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.

**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.

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.

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**

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

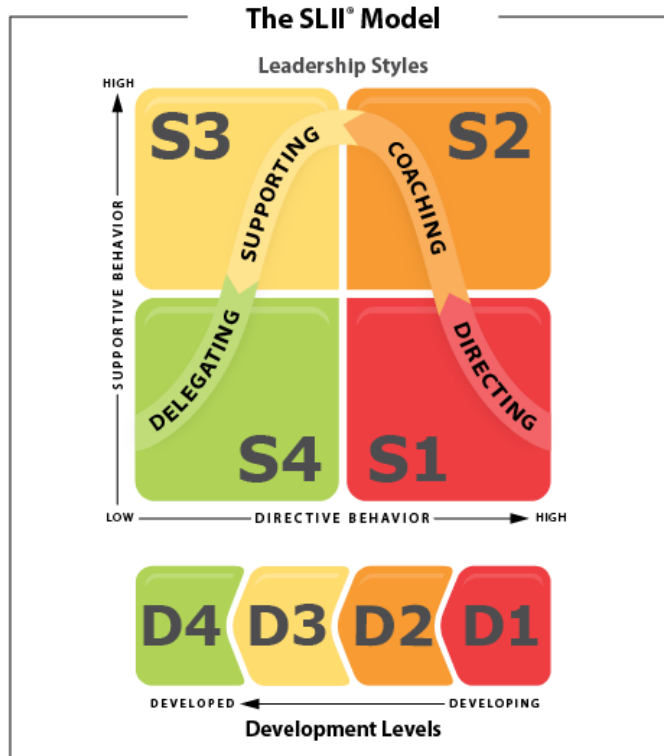


SLII® Teaches Leaders

- **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

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

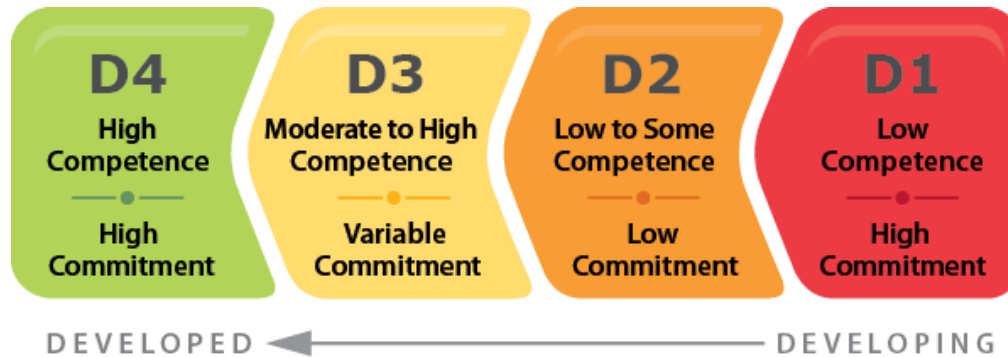
Is the goal important and aligned
with organization goals?

Trackable

Is there a way to gauge progress?
Are there measures?

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.



The Four Leadership Styles

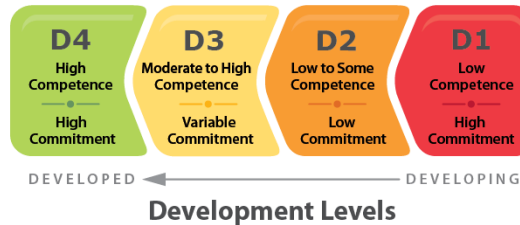
Build confidence in competence

Value contribution

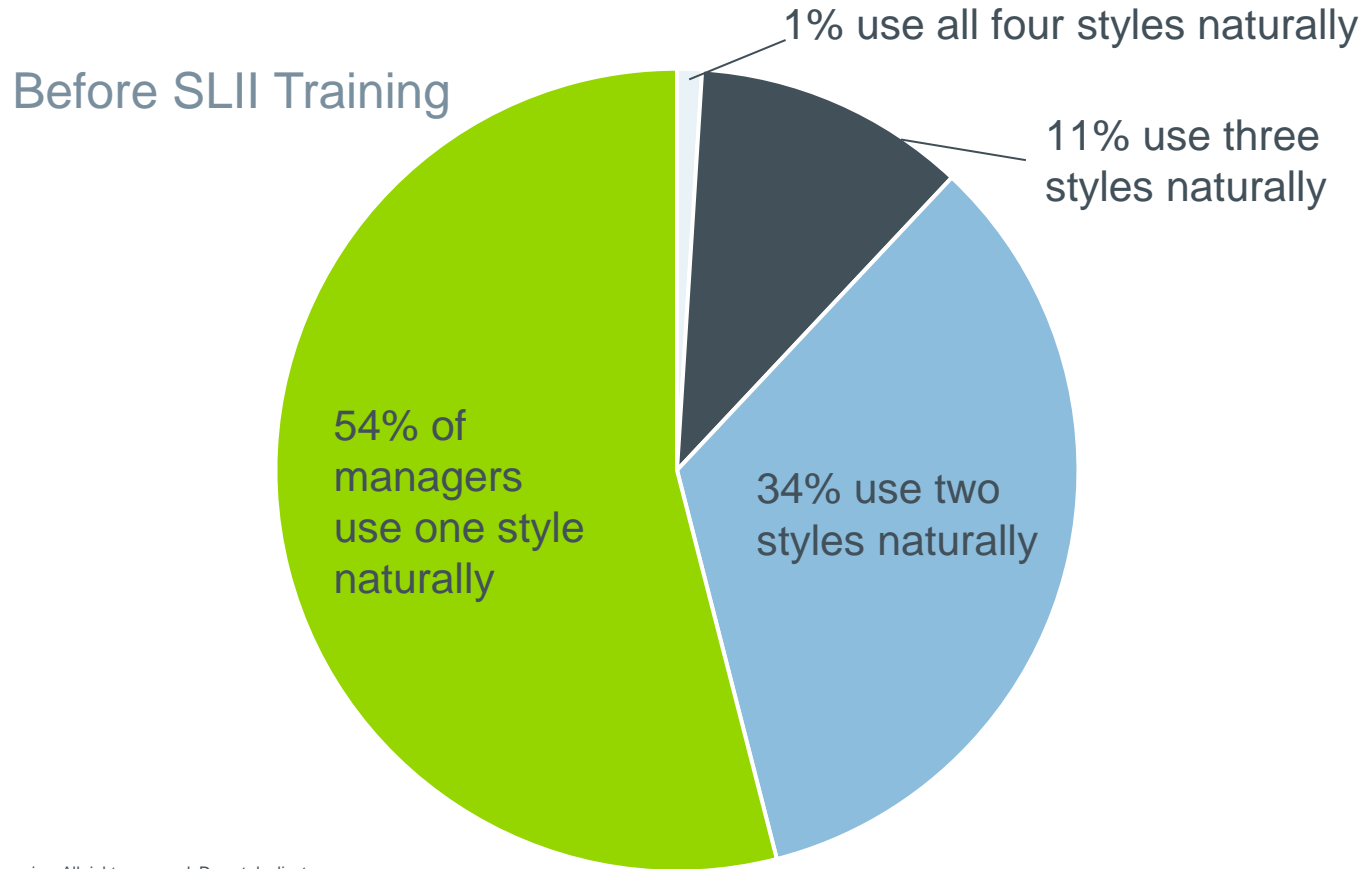


Re-energize and reteach

Help others build competence

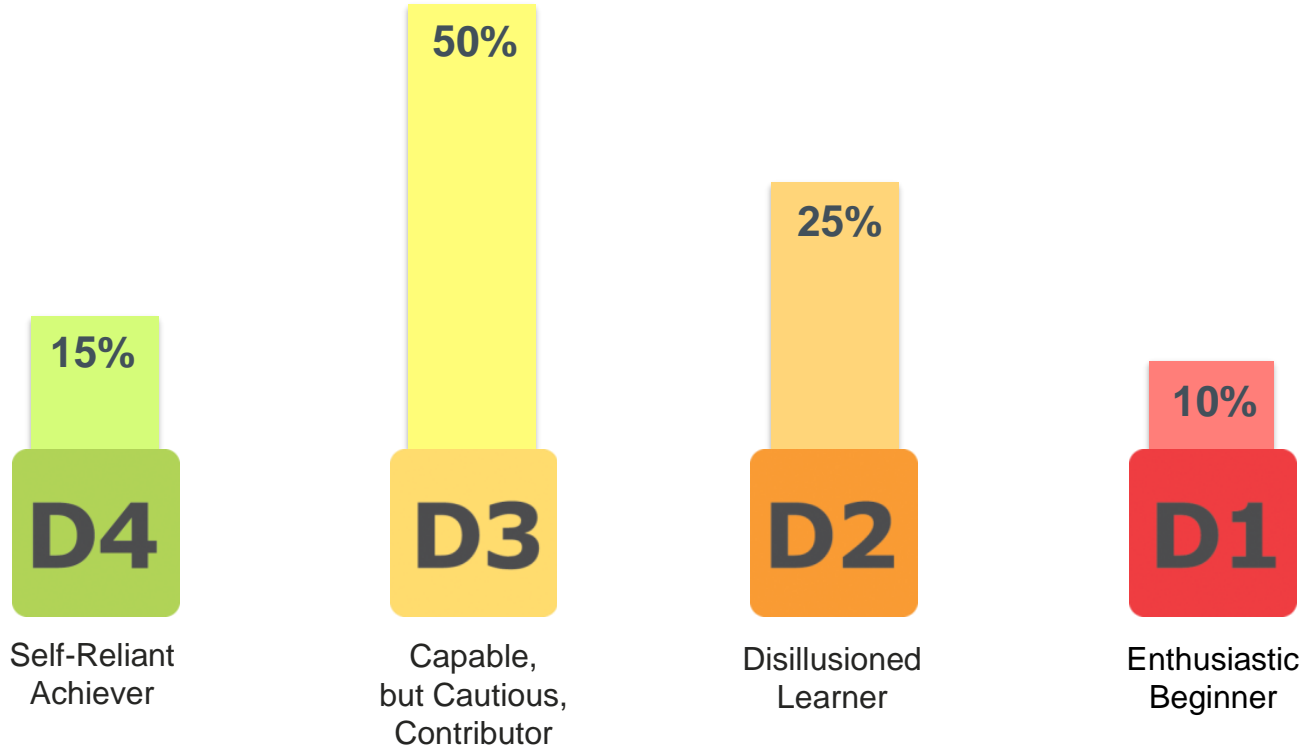


Why Match?

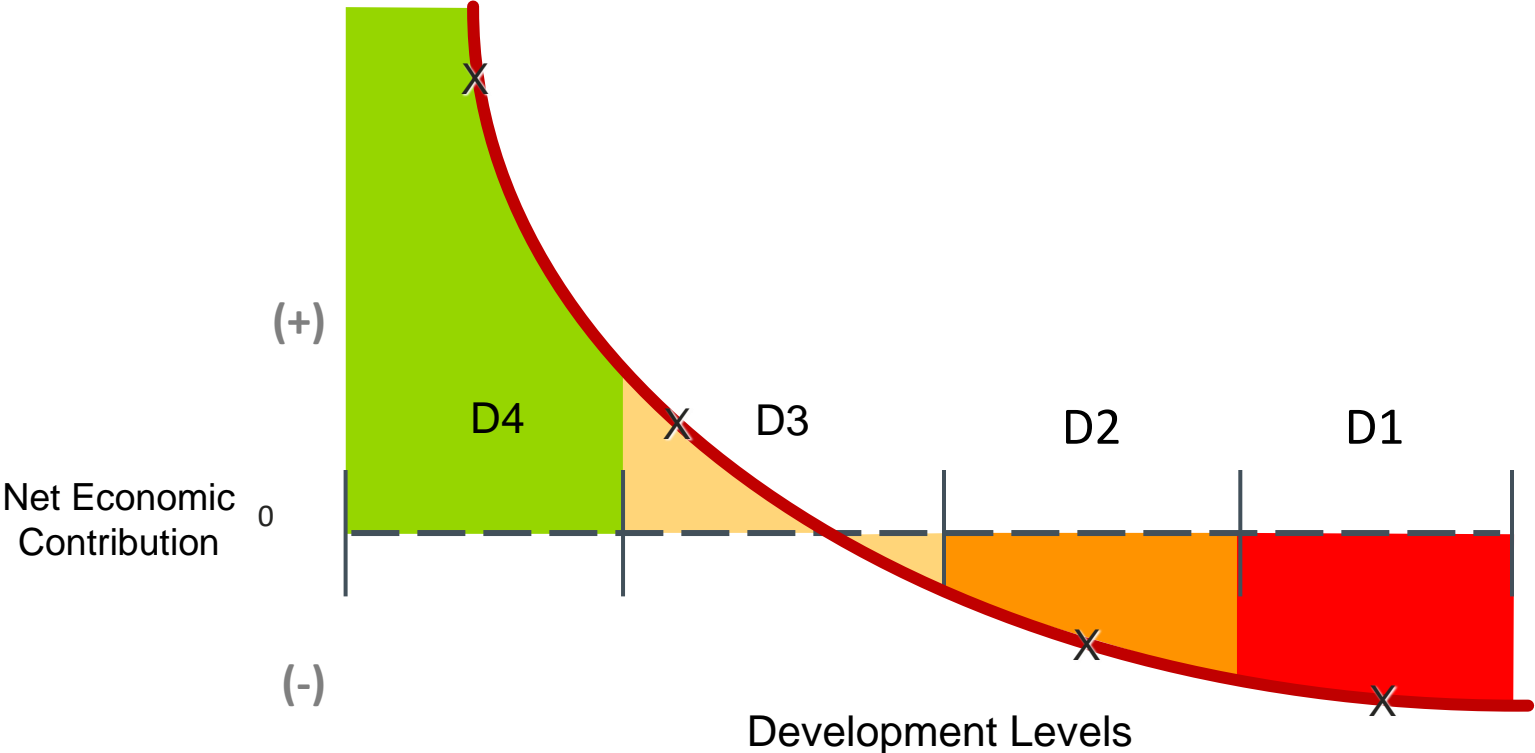


Why Match?

Critical Task Distribution



The Economics of Different Development Levels



A photograph of a middle-aged man with short grey hair and a young woman with long blonde hair, both smiling and looking down. They are in a warehouse or office setting with shelves of boxes in the background. The man is wearing a blue sweater over a white collared shirt, and the woman is wearing a grey blazer over a striped top. A dark grey text box is overlaid on the bottom left of the image.

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



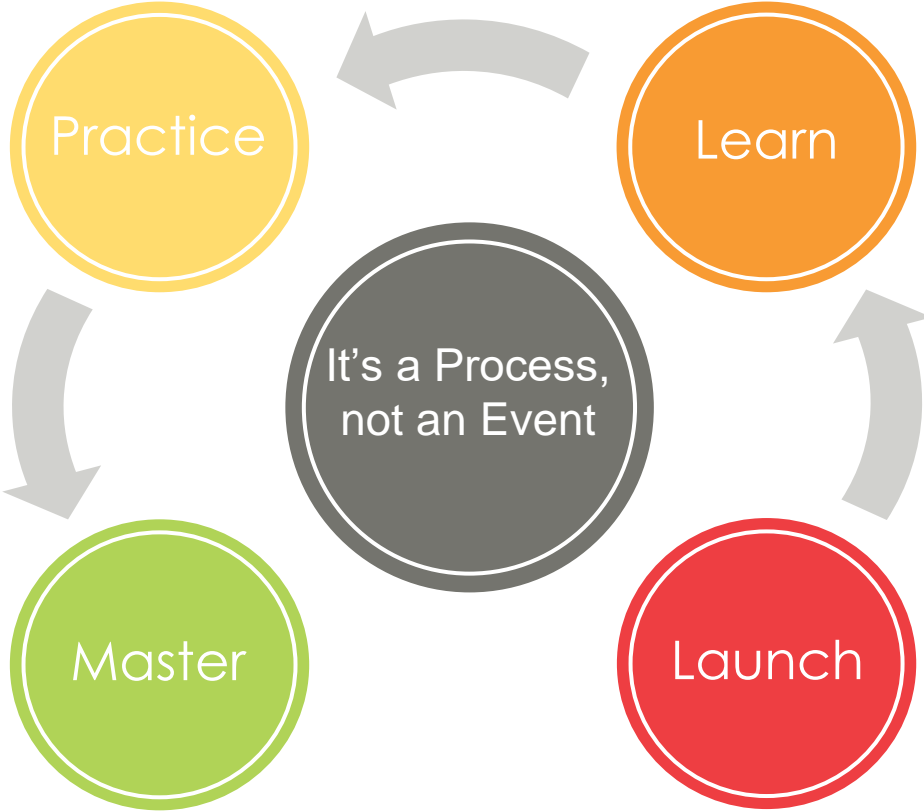
How do you train your leaders to be situational leaders?

The SLII Experience™



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

The SLII Experience™



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

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

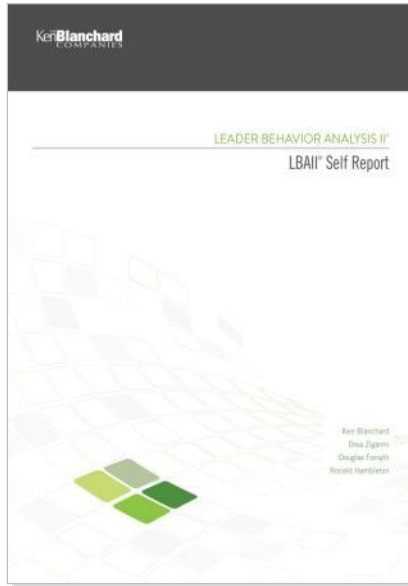
Ready to get started?



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.**

APPENDIX



LBAIL® Self Assessment

SLII® Fitness Test

LAUNCH

1 = Almost Never Less than 10% of the time	2 = Infrequently Less than 20% of the time	3 = Occasionally More than 20% of the time	4 = Sometimes More than 30% of the time	5 = Almost Always More than 40% of the time	6 = Always More than 50% of the time
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Rate yourself: 1 2 3 4 5 6

My team members would say that ...

- We have clear agreements about their goals.
- We align on their goals.
- They understand how their goals are related to the organization's goals.
- It helps them assess their motivation on their goals.
- I assess their confidence on their goals.
- I understand what they need from me as a leader to achieve their goals.
- I shift my style depending on their needs on the goal they are working on.
- I can be directive when direction is needed.
- They can count on me to teach them how to do a specific goal if they have low competence on it.

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The SLII Fitness Test



SLII® Goals Worksheet

Goal Setting

- Think of an area that you need to focus on to improve.
- Identify three goals or key tasks that you would like to accomplish.
- Write each goal or task in terms of a "what" needs to be done, by whom, and when.

Examples of SMART Goals

- To create approval for the higher standards on the new building design bill in the next two months.
- To increase the number of familiar customer courses by 10% over the next six months, from an average of five employees to 10 per employee.
- To design a "Go To" engineering design flow on the new building by May on time at all of the environmental standards we achieved.
- To complete the working to reduce and create new employees within the next three months.
- To submit accurate and timely forecasts on a quarterly basis for the next 12 months.
- To complete the safety plan for the next year to promote changes that prevent accidents at the company.

Goal or Task	Goal or Task	Goal or Task
What needs to be done, when?	What needs to be done, when?	What needs to be done, when?

Complete this worksheet, print, and bring to your 301 Coaching session.

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SLII Goals Worksheet

LEARN

This collage displays several key components of the SLII® program, including worksheets for fitness testing, goal setting, game leader guides, and various matching exercises like 'Speed Matching' and 'Matching'.

SLII® At a Glance

The first skill of SLII

1 Goal Setting

SLII® Goals and Tasks are:

- S - Specific
- M - Measurable
- A - Attainable
- R - Relevant
- T - Timely

2 Diagnosing

The second skill of SLII

Diagnosing Level Descriptors

Competence	Confidence	Commitment	Connection
High	High	High	High
Medium	Medium	Medium	Medium
Low	Low	Low	Low

3 Matching

What's the skill of SLII?

Leadership Styles

Supporting	Coaching	Directing
S3	S2	S1
S4	S3	S2
S5	S4	S3

Development Levels

Developed	Developing
D4	D3
D2	D1



PRACTICE



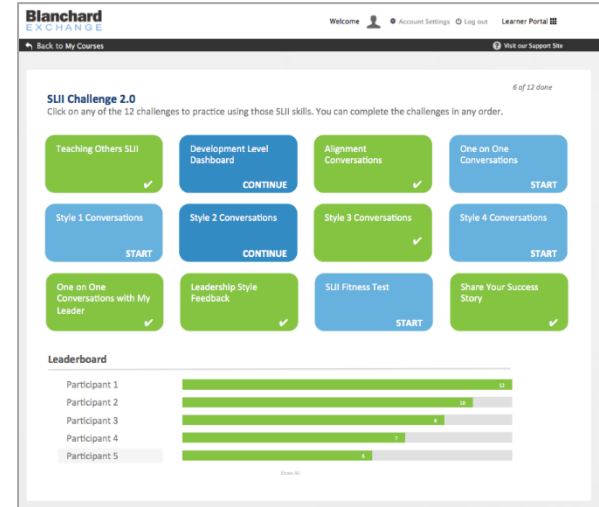


SLII App

The Power of SLII Video

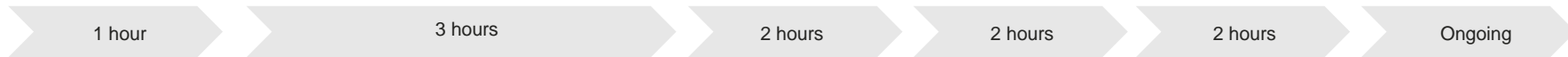


SLII Challenge



The SLII Experience™

LEARN Self-Study and PRACTICE Virtual



LAUNCH

SELF-STUDY
through Blanchard Exchange Learner Portal

- LBAll
- SLII Fitness Test
- SMART Goals Video
- SMART Goals Worksheet

LEARN

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

PRACTICE

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
- LBAll

SESSION 3
virtual classroom
(paper or electronic materials)

- Leadership Style Practice
- One on One Conversations
- Tools for Mastering SLII

MASTER

SELF-STUDY
through Blanchard Exchange Learner Portal

- SLII App
- Learn the SLII Model Online
- SLII Challenge
- Access to tools, worksheets, and videos

