

The SLII Experience™

Open training ONLINE

Training description

The SLII Experience™ aims at developing the method for effective supervisor-subordinate collaboration. As part of the development process, participants will learn methods for setting motivational goals, and diagnosing and developing the potential of their co-workers, so that they can aptly guide them through successive stages of development by applying the right leadership style. As a result, participants will know how to turn a novice employee into an expert who will be fully autonomous in carrying out their responsibilities. Thanks to the added value of the Blanchard Exchange, they will have uninterrupted access to the tools enabling them to do so.

Training objectives:

- Increased manager effectiveness achieved by learning and practicing the three key SLII® skills:
 - SMART goal setting
- Diagnosis: ability to define the level of employee's competence and commitment in the area of their goals, tasks and projects
- Flexibility: ability to match the appropriate leadership style to employee's needs
- Improved communication in the company between managers and their teams thanks to regular conversations based on agreed rules and a common language
- Increased employee motivation and commitment through a flexible leadership style that is continuously adapted to the needs
- Acquisition of knowledge necessary to effectively implement SLII® in the company

Participant's profile:

The SLII Experience™ is intended for people who manage or will manage others at work: executives, managers at all levels, project managers, managers-to-be, "high potentials" and everyone interested in increasing their leadership and managerial effectiveness.

Benefits for the participant

As a result of the SLII Experience™ development process, participants will gain theoretical and practical knowledge needed to:

- Set goals, so that they are really SMART for employees
- Diagnose employee's needs, and accordingly adapt the management style in a flexible manner
- Carry out 6 types of developmental conversations adapted to employee's stage of development, so they can build better relationships with their subordinates
- Transform a novice employee into an expert who will be fully autonomous in carrying out their responsibilities.
- Actively discover and develop talents, and promote them throughout the organization
- Recognize their leadership profile, and identify areas for development

The extensive development process has been designed specifically for remote learning. This way, you can learn and practice SLII® skills as effectively as possible, and then put them into practice in your organization.

Applied methods:

- Virtual classroom workshops offering direct interaction with the trainer, ensuring a varied and engaging experience to participants. This includes, among others, the analysis of video content, practice, use of SLII® tools, regular interactions and discussions
- Digital materials and tools used by participants during virtual sessions
- Sessions in small groups, enabling to practice newly discovered skills, use the tools, discuss, give and receive feedback
- Implementation tasks between virtual sessions, allowing participants to use the practices they have learnt at work
- Participants share their experience during another live virtual session
- Participants prepare for the full SLII® implementation in their teams
- Uninterrupted 1-year access to Blanchard Exchange Portal, which provides many practical tools that can be used in daily work, including to share knowledge with co-workers
- SLII® mobile app available to all participants, helping quickly and easily diagnose employee's development stage and providing guidance regarding the right leadership style

Tools:

- Zoom (interactive virtual sessions with the trainer)

Trainers:

Małgorzata Olszanowska, Łada Drozda, Natalia de Barbaro, Aleksandra Kostyra, Dariusz Fijolek, Dariusz Gimziński

Group size: 8–12 people

Duration: 4 sessions, 3.5 hours each

Place: online

Participation costs: PLN 3,200* per person (+23% VAT)

* **Assumptions:**

- The above price is a net amount that will be increased by the amount of a value-added tax
- The above price comprises the costs associated with the participation in the program, training materials, training room and conference equipment.

Training content

We start from the basics: 4 conversation models that become the engines of change, both for individuals as well as entire organizations. During the workshop, we carry out:

Team conversations

They involve teams that discuss diverse, often conflicting visions of reality. The best decisions for the organization are made as a result, and they are implemented with enthusiasm.

Coaching conversations

They increase the clarity of discussed issues, help gain insight into problems and challenges relevant to an individual, result in professional development, drive change, and accelerate desired outcomes.

Delegation conversations

They clarify responsibility and increase willingness to accept it, while providing each employee with a clear development path. They guarantee the implementation of plans and achievement of objectives, and enable to take on more complex responsibilities.

Confrontational conversations

They help individuals and teams effectively address issues related to attitudes, behaviors and performance, while enriching relationships.