

# SELF LEADERSHIP

## Learning Design

SECTION	DURATION	KEY CONTENT
<b>LAUNCH</b> (Pework)	20–50 min	Participants complete LAUNCH assignments: <ul style="list-style-type: none"><li>• <i>Self Leadership Preview</i> video</li><li>• Self Leadership Goals Worksheet</li><li>• Perceptions of Self Leadership—Self Leader Questionnaire</li><li>• Send Perception of Self Leadership—Manager Questionnaire to their manager</li><li>• Download the SLII® App</li></ul>
<b>LEARN &amp; PRACTICE</b> Workshop  Soft Start—LAUNCH Assignment Option	15–30 min	Allows participants to complete LAUNCH Assignments, if they have not done so or when LAUNCH materials are delivered as paper option. Assignments to complete are <ul style="list-style-type: none"><li>• Self Leadership Goals Worksheet in PW</li><li>• Perceptions of Self Leadership—Self Leader Questionnaire</li></ul>
<b>WELCOME</b> Defining Self Leadership and Crafting a Personal Learning Purpose	20 min	Sets the context with <i>Self Leadership Preview</i> video. Brainstorming activity sets up an engaging experience. Defines and introduces the components of self leadership. Introduces the SLII Model and a common language of leadership. Explores participants' personal learning purpose.
<b>Challenge Assumed Constraints</b>	20 min	Explores the first component of a self leader's mindset: Challenge Assumed Constraints. <i>Maria's Self Leader Story</i> video reinforces challenging assumptions, empathising with the manager, and developing autonomy. Explores participants' potential assumed constraints regarding their purpose for learning.
<b>Goal Setting</b>	45 min	Teaches Goal Setting as the first skill of a self leader. Defines the elements of a SMART Goal and connects SMART to proactive clarifying, negotiating, and reframing of goals.
<b>Diagnosing—D1–D4</b>	85 min	Teaches Diagnosing as the second skill of a self leader. Defines development levels, competence, and commitment. Describes each development level with D1–D4 motion graphic videos. Explores issues that can mislead diagnosis.
<b>Matching</b>	37 min	Teaches Matching as the third skill of a self leader. Explains the SLII Model and defines Leadership Styles. Explores how to apply matching to get the direction and support needed.
<b>Activate Points of Power</b>	33 min	Teaches the second component of a self leader's mindset: Activate Points of Power. Through a video and an activity, participants learn that practicing the self leader's skillset requires understanding the nature of power.
<b>LUNCH BREAK</b>	45 min	

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Be Proactive	3 min	Participants practice the skill of Matching through the third component of a self leader's mindset. They discover that being proactive means getting the matching leadership style from anyone who can provide the direction and support they need; it means conducting D1–D4 Conversations.
D1 Conversations and Practice	25 min	Uses Maria's Story to demonstrate a D1 Conversation. Presents D1 needs.
D2 Conversations and Practice	10 min	Uses Maria's Story to demonstrate a D2 Conversation. Presents D2 needs.
D3 Conversations and Practice	25 min	Uses Maria's Story to demonstrate a D3 Conversation. Presents D3 needs.
D4 Conversations and Practice	11 min	Uses Maria's Story to demonstrate a D4 Conversation. Presents D4 needs.
What People Want at Work	4 min	Group activity explores that managers are not mind readers and it's in the best interest of self leaders to take initiative for their development. Introduces and sets up One on One Conversations with managers as MASTER assignment.
Perceptions of Self Leadership	10 min	Participants review their Perceptions of Self Leadership results and learn how to integrate and analyse their manager's responses in their first One on One. Creates compelling reason to revisit learning portal and access MASTER tools, including the Perceptions of Self Leadership Interpretation Guide.
One on One Conversation Planning and Practice	25 min	Uses Maria's Story to demonstrate a One on One Conversation between Maria and her manager. Participants plan a One on One, to be conducted with their own manager within two weeks. Practice with learning partners.
Wrap-up	15 min	Review MASTER Assignments. Explores participants' mindset and skillset commitments by revisiting their learning purpose and session objectives.
MASTER (Post-workshop)	3 hrs	Participants complete MASTER assignments: <ul style="list-style-type: none"><li>• Complete Perceptions of Self Leadership by analysing results from Manager Questionnaire</li><li>• Prepare, schedule, and conduct a One on One Conversation with manager</li></ul>

The above design reflects face-to-face delivery.  
Timing is a representation of the overall learning experience.

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