

THE SLII EXPERIENCE™

One-day Face-to-Face Learning Design

SECTION	DURATION	KEY CONTENT
Welcome and Introductions	30 min	Welcomes participants and shares the purposes of SLII®.
Match-Mismatch—Situation 1	15 min	Introduces Mark’s situation and, without using SLII language, explores a mismatch and match from his leader.
The First Skill of SLII— Goal Setting	35 min	Defines the elements of SMART Goals through video. Explores SMART and Not-so-SMART goal statements. Allows refinement of participants’ SMART goals and peer coaching.
Alignment Conversation	5 min	Introduces an Alignment Conversation. Allows practice in completing the Goal Setting section of the SLII Worksheet.
Break	15 min	
The Second Skill of SLII— Diagnosing	15 min	Explains diagnosing, competence, and commitment. Describes the four development levels as combinations of competence and commitment. Explores situational variables.
Characteristics and Names of the Four Development Levels	15 min	Defines the development levels. Explores challenges at D1, disillusionment at D2, and variable commitment at D3, and reinforces that development level is goal or task specific.
Scattergram Activity	5 min	Allows practice in diagnosing development level with a fun activity.
Development Level Needs	20 min	Explores the needs at each of the four development levels.
SLII Worksheet—Diagnosing	10 min	Allows practice on the Diagnosing section of the SLII Worksheet.
Resolving Development Level Disagreements	5 min	Presents steps for resolving disagreements about development level.
The Third Skill of SLII— Matching	2 min	Revisits the SLII Model and defines Matching.
Leadership Style Flexibility	15 min	Defines flexibility and leadership style. Shares statistics and explores seven directive and seven supportive leadership behaviours.
Matching Leadership Style to Development Level	18 min	Describes the four leadership styles. Revisits the Match-Mismatch situation to diagnose development level.
Match-Mismatch—Situation 2	15 min	Introduces Dana’s situation and, using SLII language, explores a mismatch and a match from her leader.
Lunch	45 min	

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Learning Design (Continued)

SECTION	DURATION	KEY CONTENT
Oversupervision and Undersupervision	10 min	Discusses the consequences of oversupervision and undersupervision.
Match-Mismatch—Situation 3	15 min	Match-Mismatch—Situation 3
Match-Mismatch—Situation 4	15 min	Introduces Ryan’s situation and explores a mismatch and a match from his leader.
Match-Mismatch Activity	55 min	Allows skill practice in matching in a group learning activity. Explores the value of matching leadership style to development level.
Break	15 min	
Alignment Conversation	10 min	Provides an Alignment Conversation video demonstration.
SLII Worksheet—Matching	10 min	Allows practice on the Matching section of the SLII Worksheet.
Getting Agreement	5 min	Explores what getting agreement looks like in all leadership styles.
The SLII Game—Matching	30 min	Provides skill practice in matching using SLII Game cards.
LBAII® Feedback	15 min	Explores the value of LBAII. Explains leadership style flexibility, preference, and effectiveness, and the misdiagnosis matrix. Explores participants’ LBAII results and insights.
Break	15 min	
Leadership Style Demonstration Videos	40 min	Leadership Style Demonstration Videos
One on One Conversations	15 min	Revisits the six SLII Conversations and explores the value of One on One Conversations. Shares guidelines and provides a video demonstration. Introduces the One on One Worksheet.
Wrap Up	5 min	Shares recommendations for next steps in becoming a situational leader and explores participants’ insights and intentions.