SLII®—PRACTICE VIRTUAL TRAINING DESIGN

VIRTUAL SESSION 1

DURATION	SECTION	KEY CONTENT
12 min.	Welcome to PRACTICE Virtual Session 1	Participants complete eight SLII flash cards by typing answers on the screen; four flash cards for each round, two rounds.
25 min.	Match-Mismatch Breakouts	Share answers to debrief questions for the Match-Mismatch videos with Juan and Ryan. Conduct breakouts and debrief learnings in the large group.
10 min.	Intention and How of Each Leadership Style	Revisit the SLII Model and the concept of a match. Review the intentions and the *how* of each of the four leadership styles.
8 min.	Oversupervision and Undersupervision	Discuss the consequences of oversupervision and undersupervision.
5 min.	Break	
35 min.	Match-Mismatch Activity	Skill practice in matching in a group learning activity. Explore the value of matching leadership style to development level.
5 min.	Previously at SLX	Show *Previously at SLX* video to remind participants of what's happening on the Hong Kong project.
15 min.	The SLX Story—Part 4	Continue *The SLX Story* video, depicting a resolution.
5 min.	PRACTICE Virtual Session 1 Wrap-up	Ask participants to complete the SLII Worksheet—Matching on workbook page 13 during the break.

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VIRTUAL SESSION 2

DURATION	SECTION	KEY CONTENT
1 min.	**Welcome to PRACTICE Virtual Session 2**	Welcome participants.
6 min.	**Development and Cycles of Regression**	Explain the development cycle. Define regression and what signals and causes regression.
9 min.	**SLII Worksheet—Matching**	Allow practice on the Matching section of the SLII Worksheet.
10 min.	**The SLX Story—Parts 5 and 6**	Conclude *The SLX Story* video by reprising Katherine's Alignment Conversation with Bob, and Bob's Alignment Conversation with Elliot, to reinforce the importance of alignment.
10 min.	**Alignment Conversation**	Provide an Alignment Conversation video demonstration. Optionally allow for skill practice.
4 min.	**Getting Agreement**	Explore what getting agreement looks like in all four leadership styles.
25 min.	**The SLII Game—Matching**	Provide skill practice in matching using SLII Game cards.
5 min.	**Break**	
15 min.	**LBAII® Feedback**	Explore the value of the LBAII. Explain leadership style flexibility, preference, effectiveness, and the misdiagnosis matrix. Explore participants' LBAII results and insights.
10 min.	**Leadership Style 1 Demonstration**	Provide a Style 1 Conversation video demonstration and debrief.
10 min.	**Leadership Style 2 Demonstration**	Provide a Style 2 Conversation video demonstration and debrief.
10 min.	**Leadership Style 3 Demonstration**	Provide a Style 3 Conversation video demonstration and debrief.
5 min.	**PRACTICE Virtual Session 2 Wrap-up**	Have participants complete the SLII Fitness Test-Matching,

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VIRTUAL SESSION 3

DURATION	SECTION	KEY CONTENT
5 min.	**Welcome to PRACTICE Virtual Session 3**	Welcome participants.
3 min.	**SLII Fitness Test—Matching**	Allow reassessment of participants' matching skills.
24 min.	**Leadership Style 1 Practice**	Allow skill practice in having Style 1 Conversations.
24 min.	**Leadership Style 2 Practice**	Allow skill practice in having Style 2 Conversations.
5 min.	**Break**	
24 min.	**Leadership Style 3 Practice**	Allow skill practice in having Style 3 Conversations.
15 min.	**One on One Conversations**	Revisit the six SLII Conversations and explore the value of One on One Conversations. Share guidelines and provide a video demonstration. Introduce the One on One Worksheet. Allow practice in preparing for a One on One Conversation.
15 min.	**Tools for Mastering SLII**	Review MASTER tools, resources for sharing SLII with others, and the SLII Challenge.
5 min.	**PRACTICE Wrap-up**	Share the recommendations for next steps to becoming a situational leader.
	Master (Post-workshop)	Participants complete MASTER assignments: • Share SLII with Your Team • Complete the SLII Challenge

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