

# The SLII® Experience— Learning Design Overview

## What and Why

Even though Situational Leadership®II (SLII®) has stood the test of time, we strive to constantly innovate in regard to design and delivery.

Our work with client partners and our continued research are supporting pillars to the new learning design we're calling The SLII Experience.

*Deliver learning in manageable segments—* designed to match individuals' learning preferences

## How The SLII® Experience Delivers

- Flip classroom design increases learner participation, engagement, and excitement and involves people with what they're learning.
- Roleplays use real-life situations. Learners use real situations and solve real problems in real time.
- Technology is used extensively to engage the learner. Learners can access the content online, before the learning experience, during the learning experience, and especially after the learning takes place. And that's where the real reinforcement happens
- Emotionally compelling videos draw the learner into engaging scenarios that teach them how to spot opportunities to use the concepts effectively and showcase the impact of not using the concepts appropriately.

- The SLII Experience is organized into phases: Launch, Learn, Practice, and Master. It's a "learning experience" over time, not a one-time workshop.
- We've designed The SLII Experience to be delivered in a variety of ways. Learners and trainers have multiple design and learning options to choose from.
- We've also taken into account that people learn differently, so we've designed the content to be delivered and accessed in different ways.
- Virtual classroom, traditional classroom, and blended options offer flexibility for trainers while the interactive design keeps the learning journey fresh for the participants.
- Diverse training options appeal to multiple generations and learning preferences and meet people where they are.
- Elearning lessons utilize a variety of learning modalities to keep learners surprised and engaged moment to moment.

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## What and Why

**Engage the Learner**—When you're teaching people, it's really important to engage and energize them. You need to get people excited about the learning experience and the content.

If you can do this, people take greater responsibility for learning and using what they've learned back on the job.



## How The SLII® Experience Delivers

- The SLII Experience immerses people in the content quickly. Small group team-building experience, engaging videos, large group discussion, and time for reflection are just a few of the things the learner experiences in the first hour! The focus is on *doing* right from the start, rather than sitting and learning.
- Less lecture, more interaction and practice draw upon the learners' personal experiences and real work challenges.
- Learners ramp up quickly because they're applying what they've learned to issues that are real, and therefore, relevant for them. This practice also boosts their retention and confidence when they begin to use their new skills with their team members.
- Fun, engaging, and humorous videos create emotional connections between the learners and the characters' situations and the choices they make. Learners are pulled into the scenarios, and they engage with the characters and their stories.
- Redesigned learner materials are fresh, inviting, and inspiring. The portfolio has an "executive" feel to it, which encourages participants to keep them and use them for reference or to teach others.

## Sustain and Reinforce the Learning

Organizations utilize training to improve performance and create change. But in order to accomplish this, the concepts leaders learn must be revisited and reinforced many times for them to be internalized. So we've created dozens of tools that reinforce, support, and cement learning.

- A 35-minute online, elearning module called Learn the SLII Model makes teaching others scalable. Managers can use it as a refresher and share it with all of their team members so that everyone can learn the language and use the tools of the SLII Experience.
- The SLII Challenge includes 12 steps or lessons that allow learners to practice, test, and retest their knowledge of The SLII Experience when it's convenient for them, which improves their leadership effectiveness. They can do the steps in any order, in any depth, and as fast or slow as they choose. They can measure their progress through the SLII Fitness Test or leadership interview questions. The SLII Challenge accelerates the learner's journey to becoming a true Situational Leader.



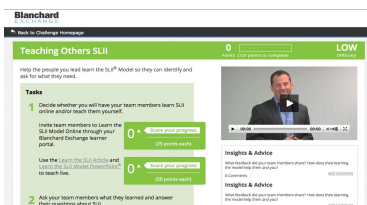
Learn the SLII Model



SLII Game Cards



SLII

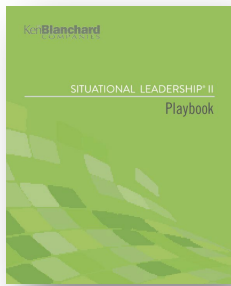


SLII Challenge

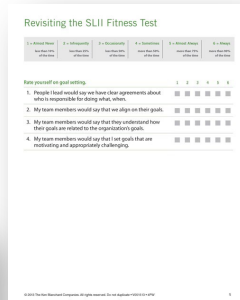
- All 23 videos used in the training double as participant materials so they can be used as refreshers. This includes the new *Style Demonstration* videos. And, all the SLII Game Cards are downloadable so they can be used in team meetings.
- The SLII App gives learners the ability to diagnose on the fly and prepare for a conversation with a team member on their mobile phone.
- Etools and Conversation Starters provide tips and guidelines for having Alignment Conversations and development discussions with others. Since they are designed to share with team members, everyone is working with and using the content, not just the individual receiving the training.

## What and Why

*Sustain and Reinforce the Learning—*  
continued



SLII Playbook

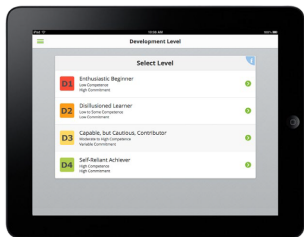


SLII Fitness Test

## How The SLII® Experience Delivers

- The SLII Fitness Test is taken before training, during training, and as many times as managers want after training. It gives managers data on their progress in putting their learning into practice. Leaders can ask their team members to complete the SLII Fitness Test Others, which earns them SLII Challenge points and allows them to compare self and other perceptions of how well they're doing setting goals, diagnosing, and matching their choice of leadership style to the situation.
- Learners can access and explore all of this content at any pace and in any order. They can skim to refresh or take a deep dive. And since many of the tools are accessible to team members and direct reports as well as to the leader there's no limit to the number of people who can learn the content or the number of times people can access the content.
- The SLII Playbook supports the learning initiative sponsor. It contains best practices, tips, and suggestions that help internal sponsors and learning champions to maximize the effectiveness and use of The SLII Experience across the entire organization before, during, and after the learning experience, plus ways to use social media to create excitement before the learning events and sustain momentum during the mastery phase.

*Provide Anytime Anywhere Access—*People tend to prepare, learn, and review in a time frame that works for them. So we've developed online tools that allow this to happen in ways that work for each learner.



- We've designed a learner portal that allows access to critical tools and guidance from anywhere and any device with a browser.
- The SLII app allows users to plan for more effective conversations with direct reports from their phone or electronic device.
- Formal learning reinforced and supported by informal learning tools provides people with what they need in the moment of need.
- The SLII Challenge, Fitness Test, and tools for teaching others are all accessible via an online portal so learners can learn and refresh their knowledge conveniently.
- On-demand videos can be viewed whenever and wherever as refreshers back on the job.

*Create Collaboration, Critical Mass, and a Tipping Point for Organization-Wide Adoption—*Building ways for learners to collaborate is key. Making the learning experience social and supporting this through communities of practice increases the likelihood of creating impact. It also helps to create critical mass and excitement, and tips the organization toward effective leadership more quickly.

- Robust collaboration, interaction, and practice in the classroom creates informal cohort groups and support networks that can advise each other on real life situations and experiences long after the learning experience.
- Tablet friendly etools and mobile apps allow individuals to access content from remote devices and easily share the content with team members, colleagues, and direct reports.
- Learn the SLII Model allows leaders to easily share concepts with their team and get them savvy on the content and at navigating conversations about their needs with their leader.

## What and Why

***Teach Teams Not Just Individuals***—It's important to teach teams, not just individual leaders. This drives accountability and momentum.

***Provide Robust Feedback***—Feedback allows learners to assess where they are and course correct for quicker improvement.

## How The SLII® Experience Delivers

- The new learning design gets people focused on solving real-work issues and working toward real goals from the onset of the learning experience.
  - The accelerated learning design gets learners up to speed sooner and drives competence and mastery more quickly.
  - Tools, support, and reinforcement help managers and their teams create a tipping point, which drives results across the organization.
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- Built-in assessment tools help learners identify strengths and areas for improvement in the beginning of the learning journey.
  - Tools and quizzes test for behavior throughout the process, and game theory built into the SLII Challenge and SLII Fitness Test offer learners a chance to test and retest knowledge and skills.
  - Classroom practice sessions leverage peer feedback to accelerate learning and behavior change.



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