



**ACCELERATE**

The Center for Growth & Success

POWERED BY FCCS

## SITUATIONAL LEADERSHIP II® (SLII)

EMPOWERING INSPIRED LEADERS

### WHY

The pace of change today is so disruptive that visionary leadership is a requirement. Managers need a leadership training program that helps them be agile, lead situationally, and empower their people to succeed.

**SLII®**, the most widely used leadership training program in the world, teaches leaders how to **build meaningful connections** with coworkers that **create exponential impact**. When this happens, employees are more productive and engaged and their organizations excel.

Research shows that employees need different levels of direction and support depending on their level of competence and commitment. But most managers use only one leadership style—and the results are costly: turnover, disengagement, diminished productivity, missed opportunities and more.

Great leaders give their people what they need, when they need it. That means having authentic conversations that empower. Caring about their growth. Being their champion. Seeing their promise.

Leading situationally is a dramatic departure from management styles of the past. And it's an approach that produces dramatically better returns than other management styles.



#### ACCELERATE DEVELOPMENT

SLII® helps managers accelerate the development of their direct reports from enthusiastic beginners to self-reliant achievers.



#### SPEAK A COMMON LANGUAGE

When managers and team members speak the same language, misunderstandings, micromanaging and frustration fade away. Issues that were once emotionally charged become productive exchanges.





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### IMPROVE RETENTION

Leaders who match their style to the needs of their people improve morale, commitment and engagement. Who would leave a job like that?



### UNLOCK CREATIVITY

Research shows that employees who feel supported by their manager are far more engaged—and that is the foundation of innovation.

## WHO

For new and experienced leaders who want to increase confidence and effectiveness in coaching and developing their team members.

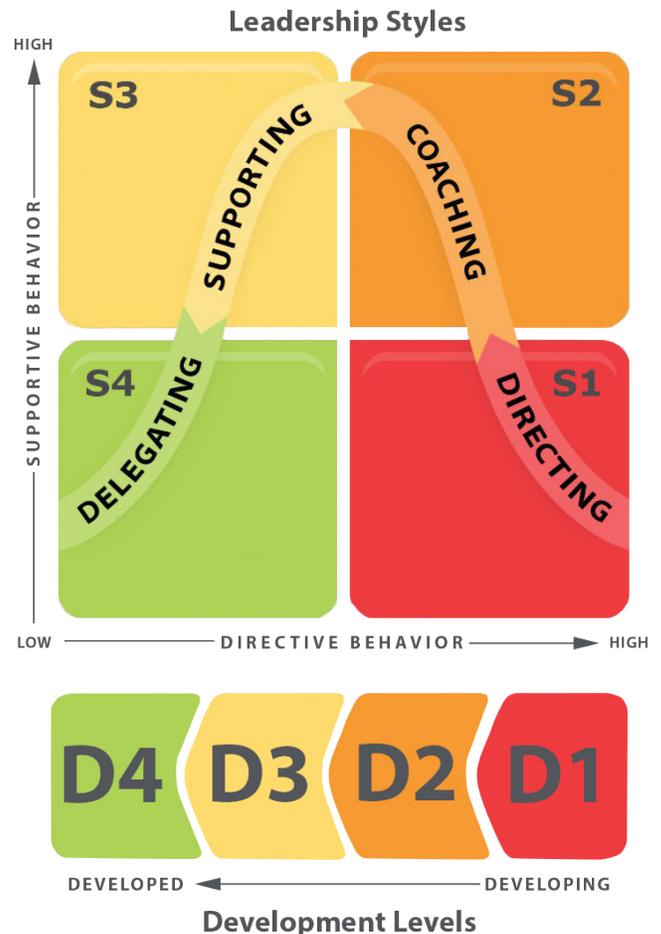
## HOW

SLII® is an easy-to-understand, practical framework that enables your managers to diagnose the development level of an employee for a task:

- + D1 – Enthusiastic Beginner;
- + D2 – Disillusioned Learner;
- + D3 – Capable, but Cautious, Contributor; and
- + D4 – Self-Reliant Achiever.

Managers then use the appropriate directive and supporter behaviors to help them succeed:

- + S1 – Directing;
- + S2 – Coaching;
- + S3 – Supporting; and
- + S4 – Delegating.





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## AGENDA

Offered in both live online (5 two-hour sessions) or in-person format (2 days)

### The In-Person Agenda:

#### **Pre-Workshop LAUNCH:**

Engaging assignments that explain key concepts. Participants will take a Leadership Style Assessment (LBA®).

#### **Day 1 – 8:30 a.m. to 4 p.m.**

**LEARN:** Activities that teach leaders the skills and language to lead situationally. Participants will learn a straightforward method and language to access where their team members are on specific tasks. They will then learn how to match their leadership style to give their team members what they need to develop into self-reliant achievers.

#### **Day 2 – 8:30 a.m. to 4 p.m.**

**PRACTICE:** Activities based on personal work challenges that develop new skills. Participants will practice and get feedback while coaching in multiple diverse situations.

#### **Post-Workshop MASTER:**

Strategies that reinforce the learning and make it second nature to set SMART goals, diagnose development level, and use the matching leadership style.

#### **MATERIALS:**

- + SL II® Toolkit
- + LBA® Assessment report

#### **CONTACT US:**

Let's talk about bringing our SLII Program to your organization. Please send an email to [info@fccsconsulting.com](mailto:info@fccsconsulting.com).

Visit our website at [fccsconsulting.com/leadership-development](http://fccsconsulting.com/leadership-development) for a complete listing of the programs we offer.