American Management Association's
The SLII Experience™

Learning Objectives

- Use a Common and Effective Leadership Language and Approach
- Understand Why There Is No One Best Leadership Style; Leadership Style Depends on the Situation
- Employ the Three Skills of SLII® : Goal Setting, Diagnosing, and Matching
- Demonstrate the Six Conversations of a SLII® Leader
- Recognize and Experience the Positive Outcomes of Matching Leadership Style to the Situation
- Avoid the Negative Outcomes of Oversupervision and Undersupervision
- Create an Action Plan for Improving Your Effectiveness as a SLII® Leader

Introduction: The Need for and Value of being a SLII® Leader

- Identify the Importance of Leadership and the Leader's Role in Accelerating the Development and Performance of Others
- Recognize the Consequences of Ineffective Leadership
- Recognize the Impact of Effective Leadership
- Identify the Value of Using the Common Leadership Language of SLII®
- Identify the Three Skills and Six Conversations of a SLII® Leader
- Identify the Schedule and Milestones of This Workshop

Goal Setting—The First Skill of SLII®

- Recognize the Purpose and Value of Goal Setting
- Understand the SMART Goal Criteria (written and spoken)
- Identify the Implications of Not Setting SMART Goals with Others
- Craft SMART Goals and Receive Peer Coaching
- Take the First Step to Apply SLII® to Your Real-World Situation

Diagnosing—The Second Skill of SLII®

- Define the Skill of Diagnosing as Collaboratively Assessing an Individual's Development Level on a Specific Goal or Task
- Identify the Two Components of Diagnosing Development Level: Competence and Commitment
- Understand the Four Developmental Level Needs and Their Characteristics
- Understand the Collaborative Nature of Diagnosing Others' Development Level on Goals and Tasks
- Learn a Method for Resolving Disagreements About Development Level
- Apply the Skill of Diagnosing to Your Real-World Situations

Matching—The Third Skill of a SLII®

- Define the skill of Matching as Using the Right Leadership Style to develop Others' Competence and Commitment (Development Level)
- Identify the Four Leadership Styles and theTwo Components: Direction and Support
- Understand the Leadership Behaviors Associated with Direction and Support
- Describe the Differences Between the Four Leadership Styles and the Need for Style Flexibility
- Understand the Process of Matching Leadership Style to Development Level
- Review and Interpret Your Leader Behavior Analysis II (LBAII®) Self Report
- Experience the Impact of Matching and Mismatching Leadership Style

Applying SLII® —Practicing and Refining Your Skills

- Review and Refine Your Understanding of Development Level and the Intention and How of the Leadership Styles
- Know the Three Leader Choices to Match, Over or Under Supervise and Consequences of Oversupervision and Undersupervision
- Practice Diagnosing Development Level and Matching Leadership Style
- Practice an Alignment Conversation
- Know and Practice the Elements and Leadership Behaviors for Developing Others' Competence and Commitment to Accelerate and Sustain High Performance
- Practice Select Leadership Style Conversations

Plan for Development

- Identify SLII® Strengths and Development Areas
- Identify SLII® Sustainability Activities Required to Help Transfer Your Learning from the Workshop Back to the Job
- Develop an Action Plan for Becoming a SLII® Leader