

Mid-Level Managers

Sample Learning Journey



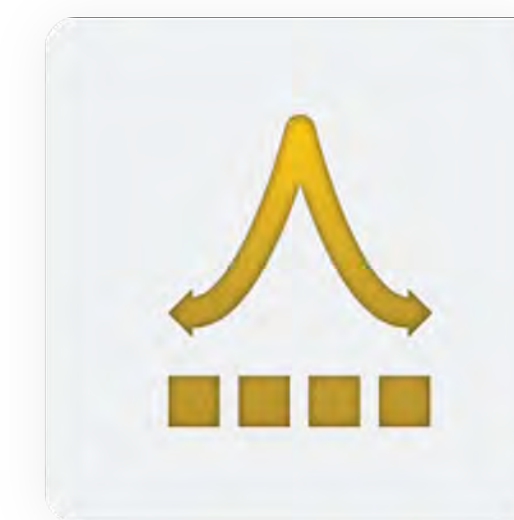
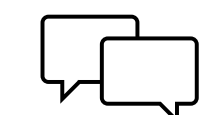

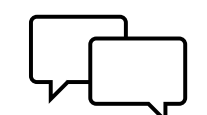

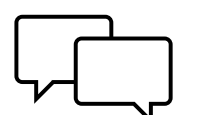


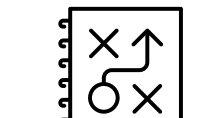

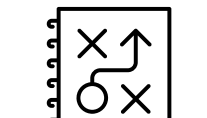

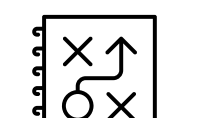
This learning journey focuses on the following key objectives:

- Enables leaders and their team members to achieve a common language of performance
- Teaches leaders the nuance of leading in a variety of situations
- Prepares leaders to enhance resiliency and performance during transformations
- Helps leaders and individuals maximize the impact of their time with team members

Workshop

Sustainment / Reinforcement

Behavior Change Support

	MONTH 1	MONTH 2	MONTH 3
Workshop	 <p>Situational Leadership® Essentials 8 Hours of ILT Instruction</p>	 <p>Situational Conversations™ 8 Hours of ILT Instruction</p>	 <p>Situational Change Leadership™ 8 Hours of ILT Instruction</p>
Sustainment / Reinforcement	 <p>Cohort Discussion Facilitated Follow-up 1 hour (VILT)</p>  <p>Sustainment Modules 0.5 hour</p>	 <p>Cohort Discussion Facilitated Follow-up 1 hour (VILT)</p>  <p>Social Learning and/or Reflection Journal* 0.5 hour</p>	 <p>Cohort Discussion Facilitated Follow-up 1 hour (VILT)</p>  <p>Social Learning and/or Reflection Journal* 0.5 hour</p>
Behavior Change Support	 <p>Four Moments of Truth™ for Situational Leadership® Essentials 1 hour</p>  <p>Application Plan and Accountability Partner 1 hour</p>	 <p>Four Moments of Truth™ for Situational Conversations™ 1 hour</p>  <p>Situational Conversations™ Framework and Accountability Partner 1 hour</p>	 <p>Four Moments of Truth™ for Situational Change Leadership™ 1 hour</p>  <p>The Situational Change Leadership™ Process and Accountability Partner 1 hour</p>

*These components are custom and built for each client. Additional costs will apply.

Mid-Level Managers

Workshop

Sustainment / Reinforcement

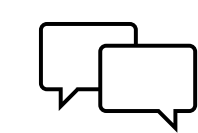
Behavior Change Support

MONTH 4



Effective 1:1s

2 Hours of VILT Instruction



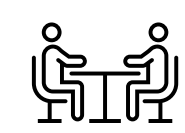
Cohort Discussion

Facilitated Follow-up
1 hour (VILT)



Supplemental Resource

Available via QR Code
in Participant Handout
0.5 hour



Workshop Content Review

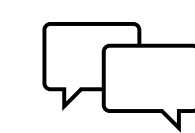
and Accountability Partner
0.5 hour

MONTH 5



Team Meetings

2 Hours of VILT Instruction



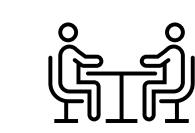
Cohort Discussion

Facilitated Follow-up
1 hour (VILT)



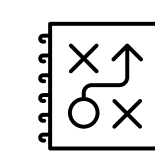
Supplemental Resource

Available via QR Code
in Participant Handout
0.5 hour



Workshop Content Review

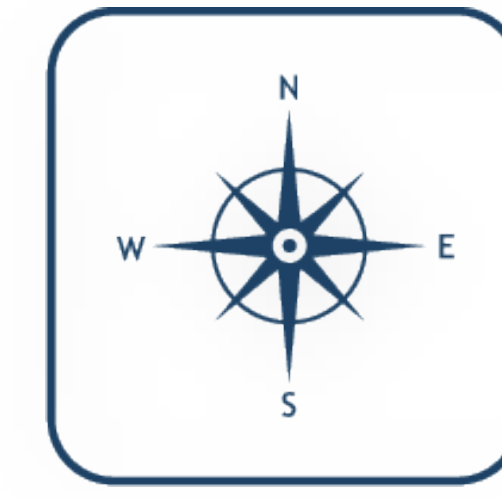
and Accountability Partner
0.5 hour



Team Meeting Action Plan

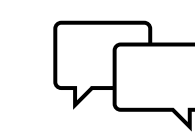
and Accountability Partner
0.5 hour

MONTH 6



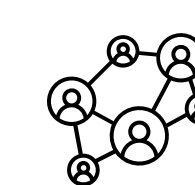
Situational Coaching®

8 Hours of ILT Instruction



Cohort Discussion

Facilitated Follow-up
1 hour (VILT)



Social Learning

and/or Reflection Journal*
0.5 hour



Four Moments of Truth™

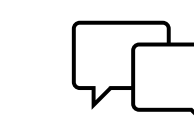
for Situational Coaching®
1 hour

MONTH 7



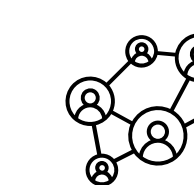
Leading With Emotional Intelligence

8 Hours of ILT Instruction



Cohort Discussion

Facilitated Follow-up
1 hour (VILT)



Social Learning

and/or Reflection Journal*
0.5 hour



Four Moments of Truth™

for Leading With Emotional
Intelligence
1 hour

MONTH 8



Stay Interviews

2 Hours of VILT Instruction



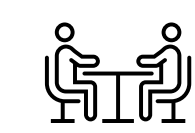
Cohort Discussion

Facilitated Follow-up
1 hour (VILT)



Supplemental Resource

Available via QR Code
in Participant Handout
0.5 hour



Workshop Content Review

and Accountability Partner
0.5 hour

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Mid-Level Managers

Competency Map

	Situational Leadership® Essentials	Situational Conversations™	Situational Change Leadership™	Effective 1:1s	Team Meetings	Situational Coaching®	Leading With Emotional intelligence	Stay Interviews
Action oriented	✓	✓	✓	✓	✓	✓	✓	✓
Builds effective teams	✓		✓	✓	✓	✓	✓	
Builds trust	✓	✓	✓	✓	✓	✓	✓	✓
Change management			✓					
Collaborates	✓	✓	✓	✓	✓	✓	✓	
Communicates	✓	✓	✓	✓	✓	✓		✓
Cultivates innovation			✓		✓			
Decision quality	✓	✓	✓	✓	✓	✓	✓	✓
Defines culture			✓					
Develops talent	✓	✓		✓		✓		
Drives engagement	✓	✓	✓	✓	✓	✓	✓	✓
Drives results	✓	✓	✓	✓	✓	✓	✓	✓
Drives vision and purpose				✓	✓		✓	
Emotional intelligence		✓	✓	✓			✓	✓
Ensures accountability	✓	✓	✓	✓	✓	✓	✓	
Goal setting	✓		✓	✓	✓	✓	✓	✓
Manages ambiguity	✓	✓	✓	✓	✓	✓	✓	✓
Manages conflict		✓					✓	
Performance feedback	✓	✓		✓	✓	✓	✓	
Plans and aligns	✓	✓	✓	✓	✓	✓		✓
Resilience	✓	✓	✓			✓	✓	
Resourcefulness	✓	✓	✓	✓	✓	✓	✓	✓
Situational adaptability	✓	✓	✓	✓	✓	✓	✓	✓
Values differences	✓	✓	✓	✓	✓	✓	✓	✓