

# Highly Influential Leaders

## Sample Learning Journey


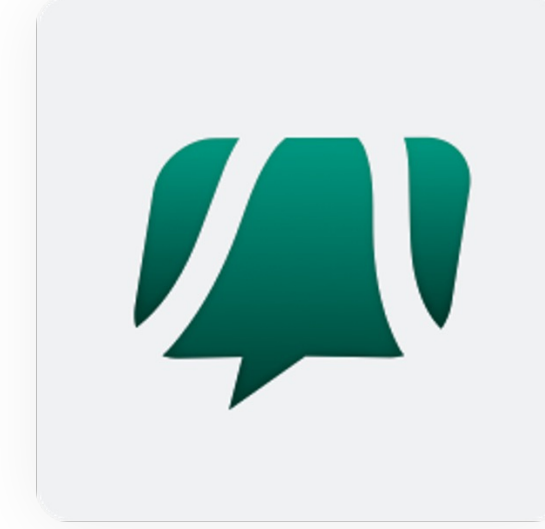
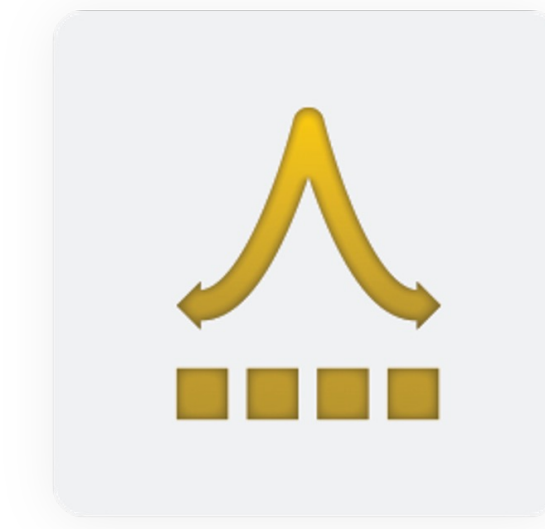
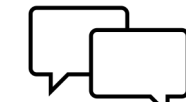










This learning journey focuses on the following key objectives:

- Empowers leaders to approach change with curiosity
- Helps leaders develop high-potential team members and future leaders
- Enables leaders with the skills to build mutual trust with others
- Prepares leaders with the tools to strengthen alignment and clarity and foster stronger relationships
- Equips leaders with the skills to drive performance in every situation

Workshop

Sustainment / Reinforcement

Behavior Change Support

	MONTH 1	MONTH 6	MONTH 12
Workshop	 <p><b>Situational Leadership® Essentials</b> 8 Hours of ILT Instruction</p>	 <p><b>Situational Conversations™</b> 8 Hours of ILT Instruction</p>	 <p><b>Situational Change Leadership™</b> 8 Hours of ILT Instruction</p>
Sustainment / Reinforcement	 <p><b>Cohort Discussion</b> Facilitated Follow-up 1 hour (VILT)</p>  <p><b>Sustainment Modules</b> 0.5 hour</p>	 <p><b>Cohort Discussion</b> Facilitated Follow-up 1 hour (VILT)</p>  <p><b>Social Learning</b> and/or Reflection Journal* 0.5 hour</p>	 <p><b>Cohort Discussion</b> Facilitated Follow-up 1 hour (VILT)</p>  <p><b>Social Learning</b> and/or Reflection Journal* 0.5 hour</p>
Behavior Change Support	 <p><b>Four Moments of Truth™</b> for <i>Situational Leadership® Essentials</i> 1 hour</p>  <p><b>Application Plan</b> and Accountability Partner 1 hour</p>	 <p><b>Four Moments of Truth™</b> for <i>Situational Conversations™</i> 1 hour</p>  <p><b>Situational Conversations® Framework</b> and Accountability Partner 1 hour</p>	 <p><b>Four Moments of Truth™</b> for <i>Situational Change Leadership™</i> 1 hour</p>  <p><b>Situational Change Leadership™ Process</b> and Accountability Partner 1 hour</p>

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

# Highly Influential Leaders

Workshop

Sustainment / Reinforcement

Behavior Change Support

MONTH 13



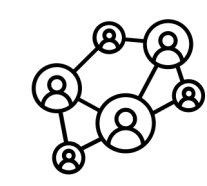
## Leading With Emotional Intelligence

8 Hours of ILT Instruction



### Cohort Discussion

Facilitated Follow-up  
1 hour (VILT)



### Social Learning

and/or Reflection Journal\*  
0.5 hour

4

### Four Moments of Truth™

for *Leading With Emotional Intelligence*  
1 hour

MONTH 14



## Your Leadership Brand

2 Hours of VILT Instruction



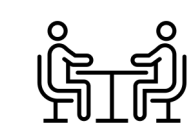
### Cohort Discussion

Facilitated Follow-up  
1 hour (VILT)



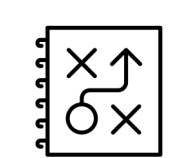
### Supplemental Resource

Available via QR Code  
in Participant Handout  
0.5 hour



### Workshop Content Review

and Accountability Partner  
0.5 hour



### Your Leadership Brand Action Plan

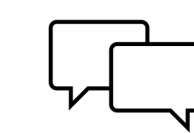
and Accountability Partner  
0.5 hour

MONTH 15



## Building Trust

2 Hours of VILT Instruction



### Cohort Discussion

Facilitated Follow-up  
1 hour (VILT)



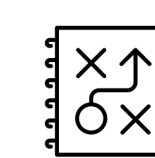
### Supplemental Resource

Available via QR Code  
in Participant Handout  
0.5 hour



### Workshop Content Review

and Accountability Partner  
0.5 hour



### Trust-Building Action Plan

and Accountability Partner  
0.5 hour

MONTH 16



## Communicating Effectively

2 Hours of VILT Instruction



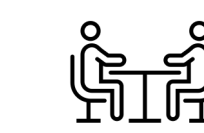
### Cohort Discussion

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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# Highly Influential Leaders

Workshop

Sustainment / Reinforcement

Behavior Change Support

MONTH 17



## Effective 1:1s

2 Hours of VILT Instruction



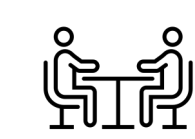
### Cohort Discussion

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 18



## Team Meetings

2 Hours of VILT Instruction



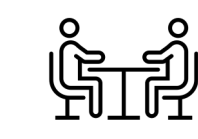
### Cohort Discussion

Facilitated Follow-up  
1 hour (VILT)



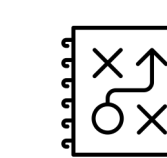
### Supplemental Resource

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 19



## Managing Conflict

2 Hours of VILT Instruction



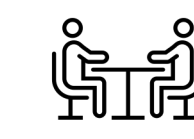
### Cohort Discussion

Facilitated Follow-up  
1 hour (VILT)



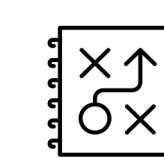
### Supplemental Resource

Available via QR Code  
in Participant Handout  
0.5 hour



### Workshop Content Review

and Accountability Partner  
0.5 hour



### Conflict Conversation Plan

and Accountability Partner  
0.5 hour

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# Highly Influential Leaders Competency Map

	<i>Situational Leadership® Essentials</i>	<i>Situational Conversations™</i>	<i>Situational Change Leadership™</i>	<i>Leading With Emotional Intelligence</i>	<i>Your Leadership Brand</i>	<i>Building Trust</i>	<i>Communicating Effectively</i>	<i>Effective 1:1s</i>	<i>Team Meetings</i>	<i>Managing Conflict</i>
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	✓	✓	✓	✓				✓	✓	✓