

Organizational Transformation

(Manager Track)

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
- Equips individuals with the skills to own their performance
- Empowers leaders to approach change with curiosity
- Helps leaders and individuals maximize the impact of their time with team members

Workshop

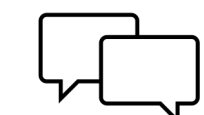
Sustainment / Reinforcement

Behavior Change Support


MONTH 1




Situational Leadership® Essentials
8 Hours of ILT Instruction



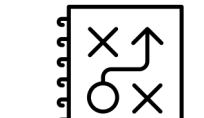
Cohort Discussion
Facilitated Follow-up
1 hour (VILT)



Sustainment Modules
0.5 hour

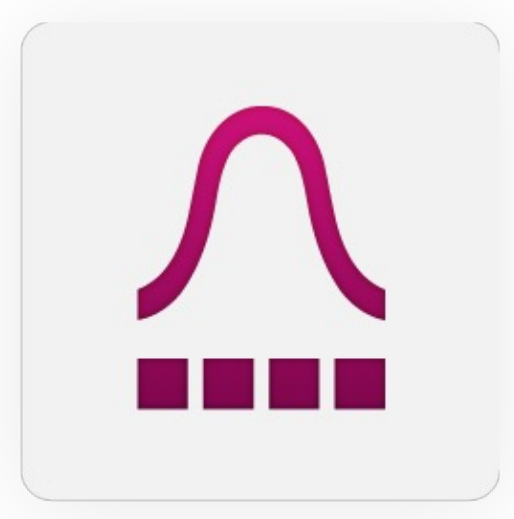


Four Moments of Truth™
for Situational Leadership® Essentials
1 hour

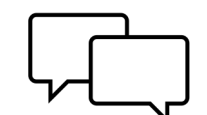


Application Plan
and Accountability Partner
1 hour


MONTH 4




Situational Performance Ownership®
4 Hours of VILT Instruction



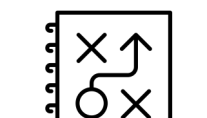
Cohort Discussion
Facilitated Follow-up
1 hour (VILT)



Social Learning
and/or Reflection Journal*
0.5 hour




Four Moments of Truth™
for Situational Performance Ownership®
1 hour




Performance Conversation Guide
and Accountability Partner
0.5 hour


MONTH 6




Situational Conversations™
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 Conversations™
1 hour



Situational Conversations™ Framework
and Accountability Partner
1 hour



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

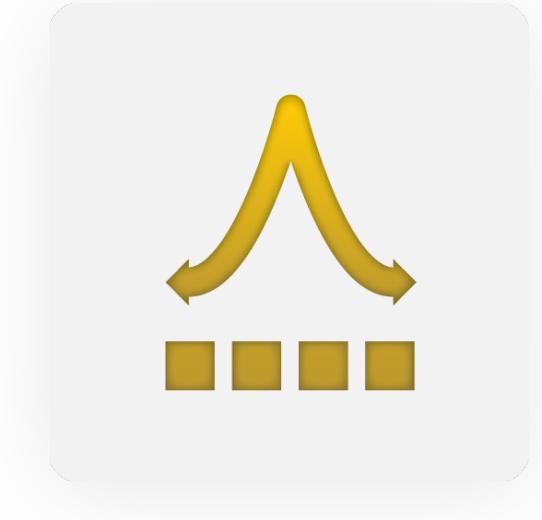
Organizational Transformation (Manager Track)

Workshop

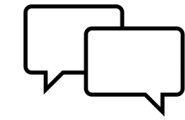
Sustainment / Reinforcement

Behavior Change Support

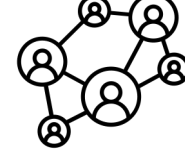
MONTH 8



Situational Change Leadership™
8 Hours of ILT Instruction



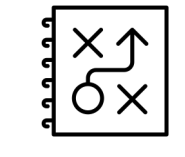
Cohort Discussion
Facilitated Follow-up
1 hour (VILT)



Social Learning
and/or Reflection Journal*
0.5 hour


④

Four Moments of Truth™
for *Situational Change Leadership™*
1 hour

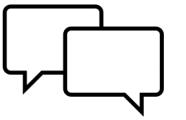


Situational Change Leadership™ Process
and Accountability Partner
1 hour

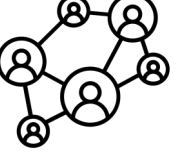
MONTH 9



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 10



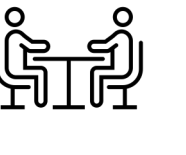
Building Trust
2 Hours of VILT Instruction



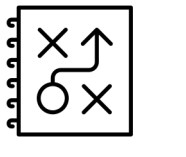
Cohort Discussion
Facilitated Follow-up
1 hour (VILT)



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 11



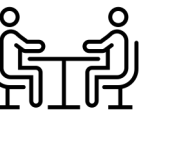
Communicating Effectively
2 Hours of VILT Instruction



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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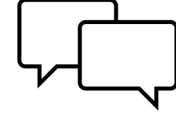

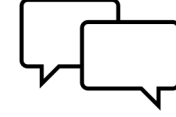

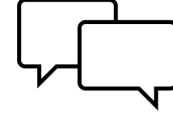

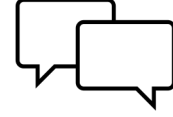



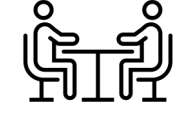

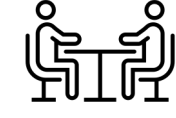
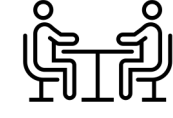
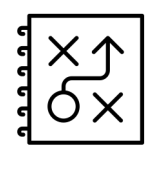
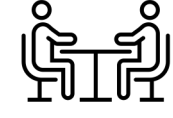

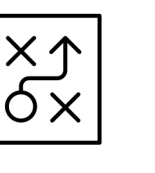
Organizational Transformation

(Manager Track)

Workshop

Sustainment / Reinforcement

Behavior Change Support

	MONTH 12	MONTH 13	MONTH 14	MONTH 15	MONTH 16
Workshop	 <p>Onboarding for Performance 2 Hours of VILT Instruction</p>	 <p>Effective 1:1s 2 Hours of VILT Instruction</p>	 <p>Team Meetings 2 Hours of VILT Instruction</p>	 <p>Stay Interviews 2 Hours of VILT Instruction</p>	 <p>Managing Conflict 2 Hours of VILT Instruction</p>
Sustainment / Reinforcement	 <p>Cohort Discussion Facilitated Follow-up 1 hour (VILT)</p>  <p>Supplemental Resource Available via QR Code in Participant Handout 0.5 hour</p>	 <p>Cohort Discussion Facilitated Follow-up 1 hour (VILT)</p>  <p>Supplemental Resource Available via QR Code in Participant Handout 0.5 hour</p>	 <p>Cohort Discussion Facilitated Follow-up 1 hour (VILT)</p>  <p>Supplemental Resource Available via QR Code in Participant Handout 0.5 hour</p>	 <p>Cohort Discussion Facilitated Follow-up 1 hour (VILT)</p>  <p>Supplemental Resource Available via QR Code in Participant Handout 0.5 hour</p>	 <p>Cohort Discussion Facilitated Follow-up 1 hour (VILT)</p>  <p>Supplemental Resource Available via QR Code in Participant Handout 0.5 hour</p>
Behavior Change Support	 <p>Workshop Content Review and Accountability Partner 0.5 hour</p>  <p>Next Steps and Accountability Partner 0.5 hour</p>	 <p>Workshop Content Review and Accountability Partner 0.5 hour</p>	 <p>Workshop Content Review and Accountability Partner 0.5 hour</p>  <p>Team Meeting Action Plan and Accountability Partner 0.5 hour</p>	 <p>Workshop Content Review and Accountability Partner 0.5 hour</p>	 <p>Workshop Content Review and Accountability Partner 0.5 hour</p>  <p>Conflict Conversation Plan and Accountability Partner 0.5 hour</p>

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Organizational Transformation

(Performer Track)

Sample Learning Journey

This learning journey focuses on the following key objectives:

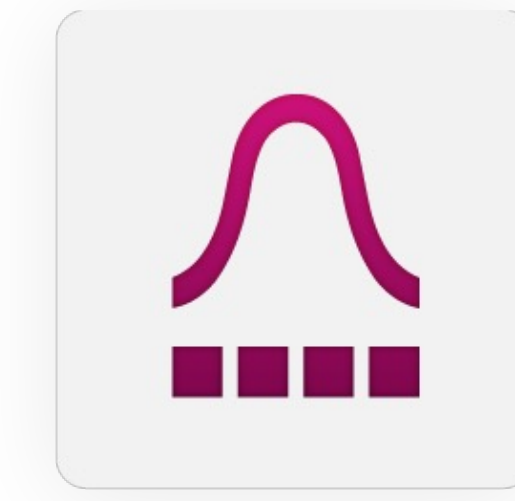
- Enables leaders and their team members to achieve a common language of performance
- Teaches leaders the nuance of leading in a variety of situations
- Equips individuals with the skills to own their performance
- Empowers leaders and to approach change with curiosity
- Helps leaders and individuals maximize the impact of their time with team members

Workshop

Sustainment / Reinforcement

Behavior Change Support

MONTH 4



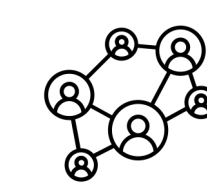
Situational Performance Ownership®

4 Hours of VILT Instruction



Cohort Discussion

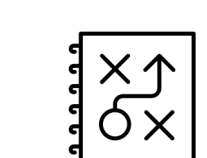
Facilitated Follow-up
1 hour (VILT)



Social Learning
and/or Reflection Journal*
0.5 hour



Four Moments of Truth™
for Situational Performance Ownership®
1 hour



Performance Conversation Guide
and Accountability Partner
0.5 hour

MONTH 8



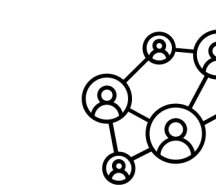
Leading With Emotional Intelligence

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 13



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

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Organizational Transformation

Competency Map

	<i>Situational Leadership® Essentials</i>	<i>Situational Performance Ownership®</i>	<i>Situational Conversations™</i>	<i>Situational Change Leadership™</i>	<i>Leading With Emotional Intelligence</i>	<i>Building Trust</i>	<i>Communicating Effectively</i>	<i>Onboarding for Performance</i>	<i>Effective 1:1s</i>	<i>Team Meetings</i>	<i>Stay Interviews</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	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓