Leading High Performance with SLII®

Programme Objectives

To equip the participants with a wide range of practical management tools and techniques. A particular emphasis will be placed on helping the group develop the skills needed to create an environment and culture that supports growth & development.

Underpinned by Blanchard's SLII® & PRISM Profiling, we will increase levels of self-awareness and enable the participants to adopt a task focused, flexible approach to getting the most out of their team members.

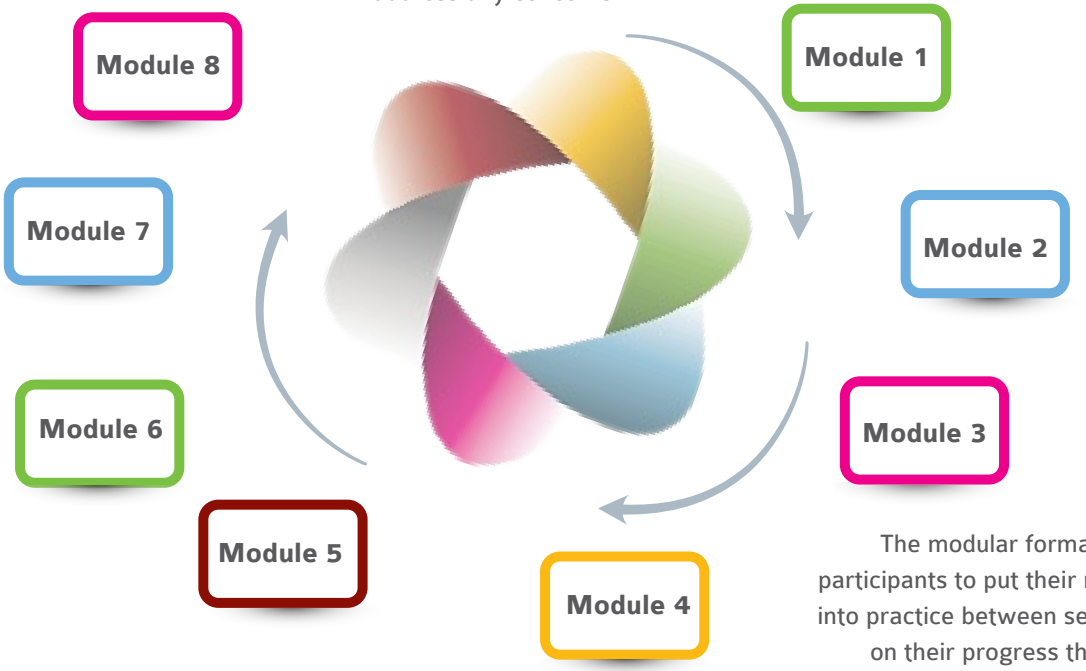
It will also encourage the participants to adopt a highly proactive approach to their role, adopting the right kind of habits that any successful manager needs.

By the end of the programme, participants will be able to:

- Understand the impact of their behavioural preferences on communication and performance
- Enhance their reputation and personal brand others' perceptions of your level of responsibility & accountability
- Take greater responsibility for the development of their team members
- Recognise the importance of creating a growth culture
- Reinforce any organisational culture and values
- Understand and apply the key principles and practices of SLII®
- Create the right conditions for motivation and engagement
- Handle potentially challenging conversations with confidence
- Make the most out of coaching opportunities
- Demonstrate high levels of impact and influence

8 x 2 hr modules, delivered virtually approximately 2-3 weeks apart

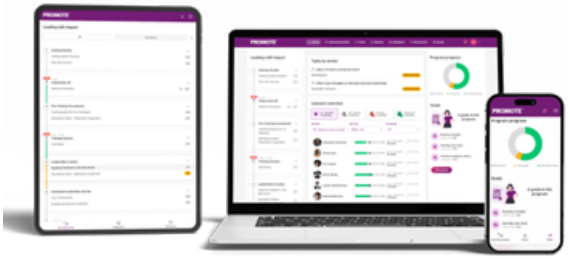
Individual pre-programme consultancy is carried out to establish current challenges & address any concerns



The modular format allows the participants to put their newly learnt skills into practice between sessions and reflect on their progress throughout the programme.

info@phoenix-training.co.uk
020 7234 0480

This programme is supported by our online learning transfer platform – PROMOTE.



Promote provides the participants with a selection of relevant tasks and activities that must be completed independently, greatly increasing the levels of application. In addition, it hosts all the valuable resources and provides stakeholders with complete visibility on the levels of engagement and progress.

Recommended Content



Module 1 - Understanding the challenges of leadership

This module will provide participants with a platform from which they can analyse their existing approach to leadership and the challenges that they currently face. It will examine the true role of a leader and the responsibilities that come with it.

By the end of this module, participants will be abe to:

- Define and demonstrate an understanding of the relationship between management and leadership.
- Recognise the attributes of an inspiring leader
- Understand the role and responsibilities of the leader
- Prioritise those activities that make the biggest difference



Module 2 - Enhancing your organisational reputation

We will introduce participants to the idea that we all have a reputation which is based on the behaviours that we demonstrate. By using the PRISM profiling tool, participants will learn about their preferred behaviours and the impact of overusing them.

We will also discuss how avoiding certain behaviours can impact on personal reputation and brand. Furthermore, our reputation has a significant impact on the working relationships we have and ultimately, the degree to which we can drive performance, employee engagement, motivation and wellbeing.

By the end of this module, participants will be able to:

- Evaluate their current behaviours associated with leadership and accountability
- Understand how these can affect their reputation and ability to influence
- Recognise the impact of overusing their "preferred" behaviours and under-using their "avoided" behaviours
- Understand how to enhance their reputation and personal brand through behaviour

info@phoenix-training.co.uk
020 7234 0480



Module 3 - Introduction to SLII®

To introduce participants to Blanchard's Situational Leadership II (SLII®) and its principles, practices, tools and techniques. We will review the individual reports and explore the potential implications of their preferred leadership style.

By the end of this module, participants will be able to:

- Understand and apply the SLII® model
- Self-evaluate their leadership behaviours and recognise their preferences
- Vary levels of direction and support to maximise individual and team productivity
- Use a diagnostic approach at the task level to create effective development plans and strategies



Module 4 - Practical application of to SLII®

Our second module on SLII® will explore in more detail its practical applications to some key leadership behaviours and challenges.

By the end of this module, participants will be able to:

- Utilise a range of leadership and development tools and recognise how they fit into the principle of SLII®
- Recognise the need for regular, honest 1-to-1 feedback
- Delegate tasks with confidence
- Lead performance in a fair and consistent way



Module 5 - Motivation and Performance

This module focuses on the skill and techniques a leader needs to motivate team members and inspire high levels of performance. We will examine the factors that effect motivation and how specific motivational strategies need to be designed for each team member, avoiding the "one size fits all" approach.

By the end of this module, participants will be able to:

- Understand their responsibilities for creating the right conditions in which their team members can thrive
- Explore the differences between motivation and engagement
- Maintain high levels of motivation in a diverse team

info@phoenix-training.co.uk
020 7234 0480



Module 6 - Coaching Skills

During this module we will introduce the key skills of coaching. Participants will have a chance to demonstrate their coaching capability and self-evaluate their current skills. They will receive feedback from the facilitator and peer group during the practice session which will provide them with the opportunity to coach each other and receive full and honest feedback.

By the end of this module, participants will be able to:

- Demonstrate their existing coaching skills
- Give effective feedback within a coaching dialogue
- Appreciate the power of effective coaching
- Create and communicate the boundaries within which coaching is successful
- Understand how to manage the coaching process/relationship



Module 7 - Feedback and Challenging Conversations

During this module we will explore the common challenges around delivering feedback and handling so-called 'challenging' conversations. We will provide some key structures to help the participants approach these with more confidence, as well as understanding the reactions to feedback and how you can deal with this with empathy.

By the end of this module, participants will be able to

- Prepare appropriately for challenging conversations
- Tackle performance issues head-on, recognising the emotional state of the individual
- Deliver feedback in a number of different ways depending on the situation
- Recognise and react to emotional responses to feedback



Module 8 - Influencing Styles and Dealing With Conflict

In the final module we explore influencing styles and how to deal with potential conflict. We use a self-evaluation specifically targeted at situations in which the needs and/or wants of two or more parties are apparently different – The Thomas-Kilmann Conflict Mode Instrument (TKi).

We also introduce a number of tried and tested influencing techniques and encourage participants to try them out.

By the end of this module, participants will be able to:

- Identify their preferred influencing styles
- Build strategies for overcoming potential conflict
- Adopt a flexible approach to influencing

info@phoenix-training.co.uk
020 7234 0480