#### **About Blanchard**



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Blanchard Research and Training LLP is the leading training provider in South Asia, with expertise in leadership development across hierarchies. Having a global establishment of over 35 years and operations in India since 2008.

Established by Dr Ken and Dr Marjorie Blanchard in 1979 in the USA, The Blanchard Companies have always focused on three key goals—to make a difference in people's lives, to drive human worth and effectiveness in the workplace, and to help organizations to become employers of choice.

THE BEST LEADERSHIP CONTENT

Unparalleled expertise with proven, innovative content

DIGITAL AND VIRTUAL DELIVERY

Scale and breadth of assets and modalities that will reach all your learners

FOCUSED ON OUTCOMES

Results delivered by expert facilitation, curation and moderation and reinforced through coaching

Training programs that deliver real ROI for your organization

## **Effective Learning Design**



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#### **LAUNCH**

Introduce your learners to the ideas and skills



#### **LEARN**

Access the robust curriculum available



#### **PRACTICE**

Practice and explore new skills



#### **MASTER**

Turn learning into doing

## **Our Core Leadership Development Solutions**

**Building Trust** 



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Legendary Service<sup>®</sup>

Coaching Essentials®

The SLII Experience<sup>™</sup>

> Team Leadership

**Self Leadership** 

Blanchard Management Essentials™

**Leading in a Virtual** 

**Team**<sup>®</sup>

**Leading People** 

Through Change®

3

## Our Supporting Leadership Development Solutions



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## **Learning @ Work Solutions**



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# **Keynotes**

# Interactive



**SYNCHRONOUS** 



**LARGE COHORT (50+)** 

#### Digital & **Self-Directed**



**ASYNCHRONOUS** 



ANY NUMBER OF **LEARNERS** 

#### Facilitated & Virtual



**SYNCHRONOUS** 



**SMALL COHORT (<20)** 



Collaborative &

**Moderated** 

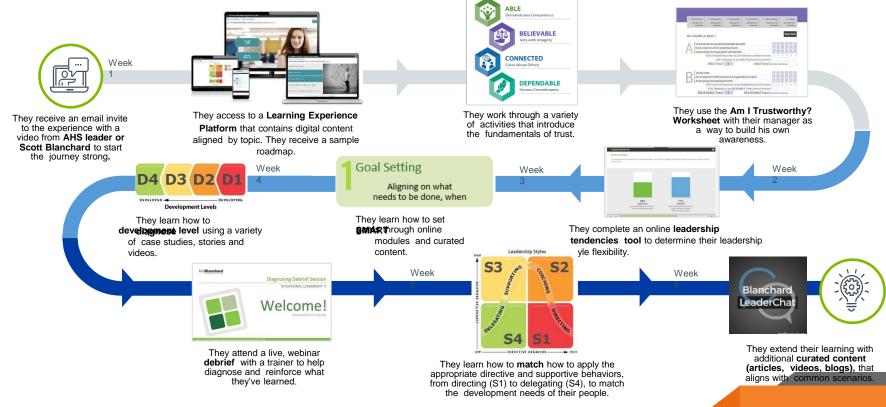
**SEMI-SYNCHRONOUS** 



LARGE **COHORT (100+)** 

# Sample - Digital + Self-Directed Learning Experiences Design for "Leader of Others"





## An Example of Designing the Learning Experience





## **Delivery Options Built for You**

Implementation and delivery methods for modern learning experiences



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#### **Learning Journeys**

Your workforce groups have different learning needs. That's why we work with you to identify gaps and create engaging learning journeys tailored to their needs— blending live, virtual, and digital content that's meaningful and desirable.

#### **Live Virtual and Onsite Training**

Our global network of facilitators allows us to deliver informative, inspiring, and engaging virtual or face-to-face training programs to enable learners to practice new skills in a safe setting.

#### **Digital Learning**

Our online learning options include self-paced courseware and journeys on role-specific topics. Live debriefs and connections with Blanchard experts and other collaborative online experiences reinforce key learnings.

#### **Custom Design**

We can customize our programs to meet your business needs. Options include redesigning a program, customizing training materials, and modifying the delivery method.

#### **Training for Trainers**

Our Training for Trainers sessions let you learn and practice Blanchard's solutions so you and your team of facilitators can deliver them at your organization. They're available in interactive virtual formats and in-person

#### sessions Interactive Keynotes

Inspire your people with a live virtual keynote hosted by one of our acclaimed speakers and thought leaders. Reach everyone at your organization and plant the seeds of change.

#### **Open Enrolment Workshops**

Public workshops are an ideal venue for your teams to participate in our leadership development solutions. They are also a convenient way to preview a program.

#### **Enterprise Licensing**

Gain full access to Blanchard's digital library collection with an annual license. This lets you incorporate content into your leadership development strategy for leaders at all levels.

## **Needs Aligned To Solution**



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Needs As Shared	Our Suggested Solution	How They Address The Needs?	Program Outcomes
<ul> <li>Effective Communication</li> <li>Leading Situationally</li> <li>Enhancing Leadership Skills</li> <li>Collaboration</li> <li>Diagnose and address employee need</li> </ul>	The SLII Experience™	The SLII Experience™ teaches your leaders how to lead situationally by giving their people the right support or direction at the right time. It gives the skills to be the agile, adaptive leaders they need to be for building meaningful connections with their people to drive results.	<ul> <li>Diagnose and address employee need</li> <li>Managing and measuring work</li> <li>A Common Leadership Language</li> <li>Proactive Problem Solvers</li> <li>Hold daily conversations</li> <li>Increased Retention and Morale</li> <li>Accelerated Development</li> <li>Agile Leaders</li> </ul>



# **Program Annexure**



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# BE THE LEADER YOUR PEOPLE NEED



Training the World's Best Managers®

## Blanchard's The SLII Experience™



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- The most widely taught leadership model in the world
- Used to train more than 5 million managers at leading organizations
- Validated through decades of research
- Universally impactful at all levels across an organization
- Proven results



## The SLII Experience™ - Teaches Leaders

- Goal Setting getting alignment on what needs to be done and by when
- Diagnosing assessing someone's competence and commitment on a specific goal or task
- Matching providing the appropriate leadership style



## **Proven, Time-tested Leadership Model**





An easy-to-understand, easy-to-remember, easy-to-use framework

That helps promote high-quality conversations about performance and development

## **Skill 1:- Goal Setting**



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Specific

What exactly is the goal or task? What does a good job look like?

rackable

Is there a way to gauge progress? Are there measures?

Relevant

Is the goal important and aligned with organization goals?

 $oldsymbol{\mathsf{A}}$ ttainable

Is the goal realistic and achievable?

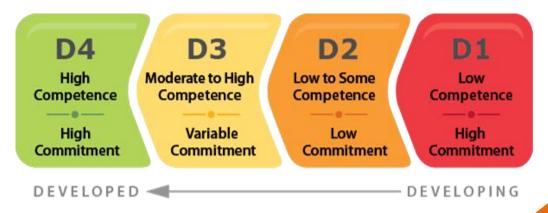
**M**otivating

Am I excited and interested in this goal?

## **Skill 2:- Diagnosing**

## The Development Cycle

- Research shows that people go through four distinct stages of development when learning a task.
- Development level is goal- or task-specific, not person-specific.



## **Skill 3:- Matching**

# The Four Leadership Styles

Build confidence in competence

Value contribution



Re-energize and reteach

Help others build competence



**Development Levels** 

## **The Leaders Your People Need**



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Situational leaders give their people what they need, when they need it, accelerating their development and creating a more productive, passionate workplace.



ACCELERATE DEVELOPMENT



INCREASE PRODUCTIVITY

AND PERFORMANCE



INCREASE ENGAGEMENT
AND RETENTION



PROBLEM SOLVERS

## Assessment- Leadership Behavior Assessment J



- LBAII (Leadership Behavior Analysis), is a computer scored online validated measure
- It has been deemed valid as evidenced by scientific methods of statistical testing, which has demonstrates that this instrument accurately measures what it purports to measure.
- · Norms are static, comprised of multiple organizations, and are not industry-specific
- · Deepens the leader's understanding of Situational Leadership® II concepts
- Compares self-perceptions of leadership style with the perceptions of others 360°
- Assesses style flexibility—leader's ability to use more than one leadership style
- Evaluates effectiveness of leader's ability to diagnose development level and choose appropriate style
- Compares style effectiveness against organizational norms

## Assessment- Leadership Behavior Assessment IJ



#### Questionnaire

- 20 items involving hypothetical work situations with 4 possible answers
- Online Format
- Self Feedback
- 360 Degree Feedback optional; Self and Others (direct reports, peers, manager)

#### **Pre/Post Comparison**

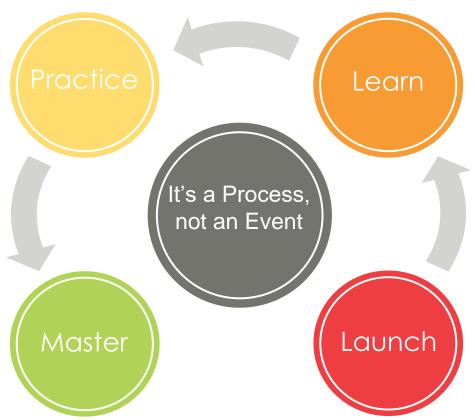
A comparison report is available for the online version that contrasts the results between the preassessment administered prior to training and the post-assessment that follows

#### **Scoring and Delivery**

Computer Scored available online with personalised report.



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LBAII® Self Assessment



The SLII Fitness Test

# **Blanchard®**



Goal Setting				
Think of an individual you lead who has the potential to develop.				
<ol><li>Identify three goals or key tasks that you would like this person to accomplish.</li></ol>				
3. Write each goal or task in terms of	of a "what needs to be done, when" st	atement.		
Examples of SMART Goals				
To win approval for the higher standards on the new building design within the next two comments by 30% over the next section orders an average of 3 per empty				
To design a "fix" for the engineering design     To organize a workshop to orient and mention new flaw on the new building by Nay so that all of the environmental standards are architected.				
To organize four forums over the next year to bimonthly basis for the next 12 months company				
Goals for				
Goal or Task	Goal or Task	Goal or Task		
What needs to be done, when?	What needs to be done, when?	What needs to be done, when?		
Consider the worksheet sorte to ear	betwa is to your Situatornal Cuardership	- I karrina session		
Compress and advicable printing and	Strig It or your steat to the Geolegist p	* ann grande		

SLII Goals Worksheet



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PRACTICE

One on One Conversations Con

**Style 3** Conversations

**Style 4** Conversations

Style 1 Conversations

Style 2

Conversations

Alignment

Conversations

Leader-Led



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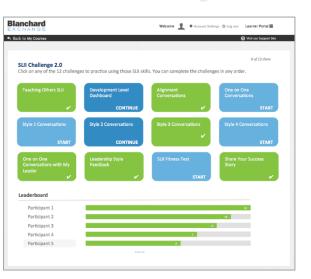
The Power of SLII Video



**SLII App** 



**SLII Challenge** 



# The SLII Experience™ 2 Day Execution Plan With Blanchard Exchange





60 days of blended learning journey

## **Blanchard Exchange**



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# Using Technology to Enrich the Blanchard Experience

Blanchard Exchange is an online portal that guides and enriches the Blanchard learning experience. Using our best-practice delivery methods and time-tested product designs, it offers an easy and convenient way to receive products electronically.

#### Learner Portal



#### Client Administratio n Portal



#### **Features of Blanchard Exchange**

- All program info, including Participant welcome mail, schedule, prework, assessments, elearning, communications
- Learners use before, during, and after their training
- Client can manage program, check progress, reports
- Customizable and may link to your LMS



## Types of Reports that can be generated



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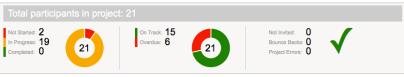
Excel

Copy

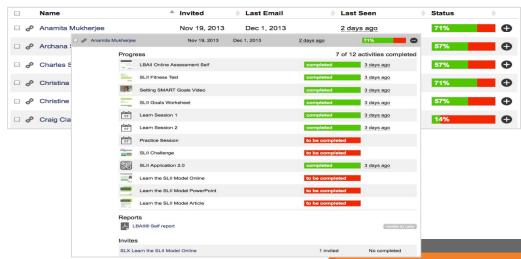
CSV

· Individual Reports

Participant Status— Snapshot



### Participant Status— Snapshot



## The SLII Experience ™ Learning Design (2 Days)



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Ongoing 20 mins 2 hours 2hours 2 hours 2 hours 2 hours 2 hours



#### **SELF-STUDY**

- I BAII
- SLII Fitness Test
- SMART Goals Video
- · SMART Goals Worksheet



#### **SESSION 1**

virtual classroom (paper or electronic materials)

- Best/Worst Leader
- The SLX Story— Parts 1 and 2
- Three Skills of SLII®
- Six SLII Conversations



#### **SESSION 2**

virtual classroom (paper or electronic materials)

- First Skill—Goal Settina
- Second Skill— Diagnosing
- Development Level Needs

#### SESSION 3

virtual classroom (paper or electronic

**A** 

- SLII Game— Diagnosing
- The SLX Story—Part 3
- Third Skill— Matching

# 戲

#### **SESSION 1**

virtual classroom (paper or electronic materials)

- Match-Mismatch Oversupervision Undersupervision
- The SLX Storv-Part 4

# **PRACTICE**

#### **SESSION 2**

virtual classroom (paper or electronic materials)

> The SLX Story—Parts 5 and 6 Alignment Conversations SI II Game-Matching LBAII



#### **SESSION 3**

virtual classroom (paper or electronic materials)

> Leadership Style Practice One on One Conversations Tools for Mastering SLII



#### SUSTAINABILITY

- · Check-in Session
- Blanchard Exchange
- SLII App
- Share SLII with your team
- SLII Challenge
  - Access to tools. worksheets . and





Partner with Leader and Organization to Increase Return on Investment



Best Practice Playbook for Successful SLII Change Initiative



 ■ Coaching Sessions to Support Application of Learning



Online Tools to Master Content and Use with Others





## **Client Success Story**



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https://www.youtube.com
/watch?v=fYZ32gcVCAM



## **Proposed Investment - The SLII Experience**



Program	Modality & Duration	Minimum Participants in a Batch	Investment
The SLII Experience™- 2 Days (With online portal - Blanchard Exchange & Check-in session)	VILT / face-to-face & 2 Days	16	INR 45,000 per participant + 18% GST

<sup>\*</sup>The pricing is valid upto 45 days from the date of proposal sent

#### **Terms and Conditions**



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- Travel expenses, hotel charges, logistics, GST, shipping/handling, or customs (if applicable) will be chargeable additionally, as per actual amount.
- US and UK investments are based on current conversion rate and subject to change.
- Blanchard retains ownership of its intellectual property.
- End-user license agreements will apply to all materials.
- Any cancellations should be communicated prior to 14 days of execution date of the workshop.\*
- Online courses and/or products, which may include assessments and/or other learning aids (collectively "Subscription[s]"), are not returnable or refundable and are subject to access timelines (where the end user has twelve [12] months to access the Subscription once activated).
- 50% Advance Payment is required for services and customization; the balance due within thirty (30) calendar days after the delivery date.

Cancellation Time category	Cancellation fee		
14 days prior to program	0%		
13-7 days prior to program	25% of the Program fees along with incidental		
13-7 days prior to program	expenses incurred		
6-2 days prior to program	50% of the Program fees along with incidental		
0-2 days prior to program	expenses incurred		
Loss than 2 days prior to program	90% of the Program fees along with incidental		
Less than 2 days prior to program	expenses incurred		

## **Our Clients**













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The Royal Bank of Scotland



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