

Individual Contributor

Sample Learning Journey

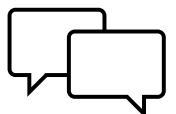
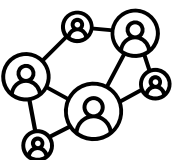
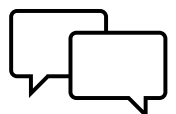
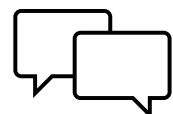
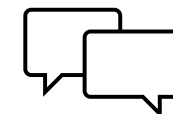
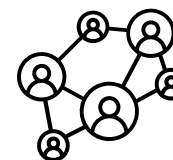
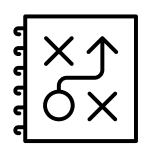
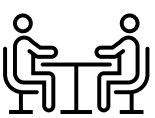
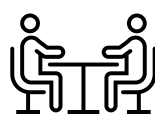
This learning journey focuses on the following key objectives:

- Enables leaders and their team members to achieve a common language of performance
- Equips individuals with the skills to own their performance
- Empowers individuals to initiate conversations about performance and development
- Helps individuals influence more effectively by understanding DiSC® Styles

Workshop

Sustainment / Reinforcement

Behavior Change Support

	MONTH 1	MONTH 2	MONTH 3	MONTH 4
Workshop	 Situational Performance Ownership™ 4 Hours of VILT Instruction	 Communicating Effectively 2 Hours of VILT Instruction	 Effective 1:1s 2 Hours of VILT Instruction	 Leading With DiSC® 6 Hours of VILT Instruction
Sustainment / Reinforcement	 Cohort Discussion Facilitated Follow-up 1 hour (VILT)  Social Learning and/or Reflection Journal* 0.5 hour	 Cohort Discussion Facilitated Follow-up 1 hour (VILT)  Supplemental Resource Available via QR Code in Participant Handout 0.5 hour	 Cohort Discussion Facilitated Follow-up 1 hour (VILT)  Supplemental Resource Available via QR Code in Participant Handout 0.5 hour	 Cohort Discussion Facilitated Follow-up 1 hour (VILT)  Social Learning and/or Reflection Journal* 0.5 hour
Behavior Change Support	 Four Moments of Truth™ for Situational Performance Ownership™ 1 hour  Performance Conversation Guide and Accountability Partner 0.5 hour	 Workshop Content Review and Accountability Partner 0.5 hour	 Workshop Content Review and Accountability Partner 0.5 hour	 Four Moments of Truth™ for Leading With DiSC® 1 hour

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



Individual Contributor Competency Map

	Situational Performance Ownership™	Communicating Effectively	Effective 1:1s	Leading With DiSC®
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	✓		✓	✓