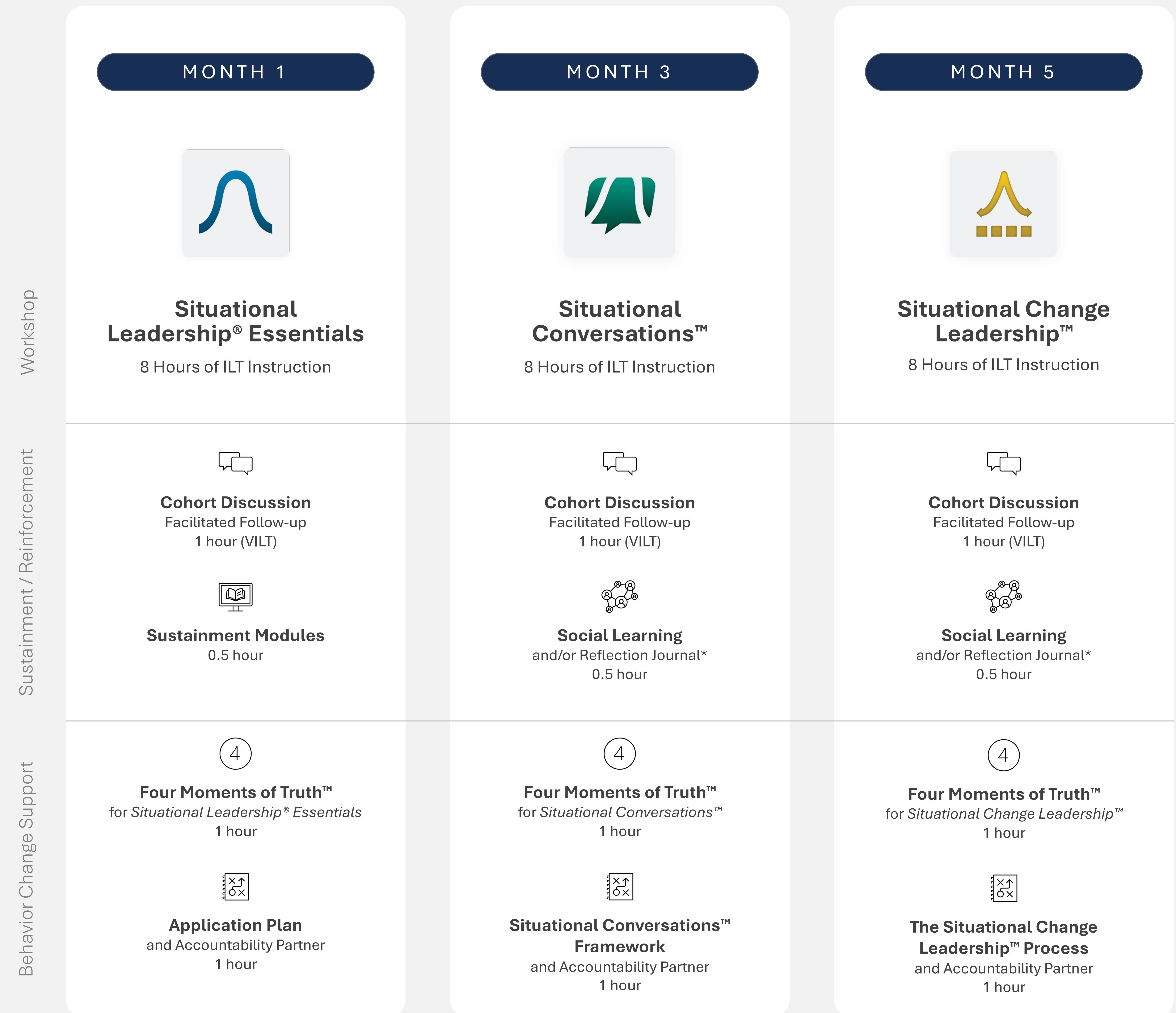


# High-Impact Communication

## Sample Learning Journey

This learning journey focuses on the following key objectives:

- Enables leaders to balance success and engagement by addressing both the personal and professional factors that impact performance
- Helps leaders maximize the impact of their time with team members
- Allows leaders to create an ongoing dialogue of performance and engagement with the people they lead
- Provides leaders with skills to identify and address challenges and opportunities early



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

# High-Impact Communication

Behavior Change Support

Workshop

Sustainment / Reinforcement

MONTH 7

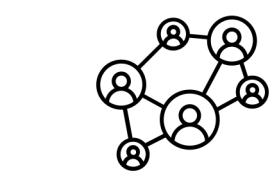


## Leading With Emotional Intelligence

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

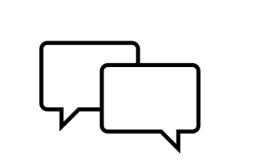
1 hour

MONTH 8



## 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

MONTH 9



## Effective 1:1s

2 Hours of VILT Instruction



### Cohort Discussion

Facilitated Follow-up  
1 hour (VILT)



### Supplemental Resource

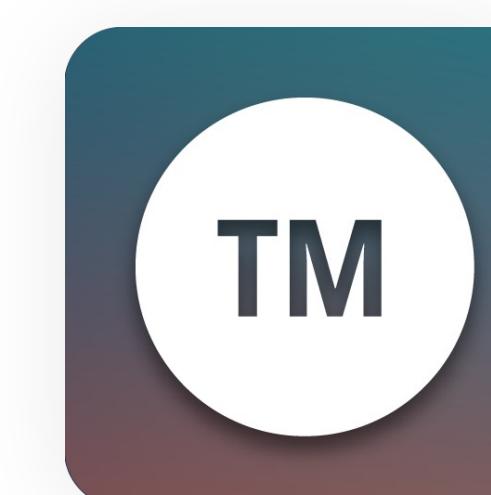
Available via QR Code  
in Participant Handout  
0.5 hour



### Workshop Content Review

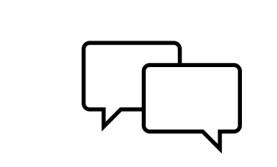
and Accountability Partner  
0.5 hour

MONTH 10



## Team Meetings

2 Hours of VILT Instruction



### Cohort Discussion

Facilitated Follow-up  
1 hour (VILT)



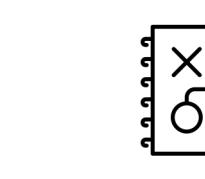
### Supplemental Resource

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

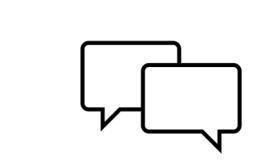
0.5 hour

MONTH 11



## Stay Interviews

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

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

# High-Impact Communication

## Competency Map

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