

# 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

Workshop

Sustainment / Reinforcement

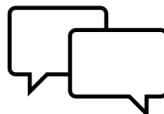
Behavior Change Support

MONTH 1



### Situational Leadership® Essentials

8 Hours of ILT Instruction



#### Cohort Discussion

Facilitated Follow-up  
1 hour (VILT)

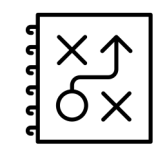


#### Sustainment Modules

0.5 hour

4

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



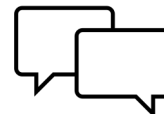
**Application Plan**  
and Accountability Partner  
1 hour

MONTH 3



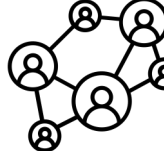
### Situational Conversations™

8 Hours of ILT Instruction



#### Cohort Discussion

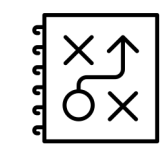
Facilitated Follow-up  
1 hour (VILT)



**Social Learning**  
and/or Reflection Journal\*  
0.5 hour

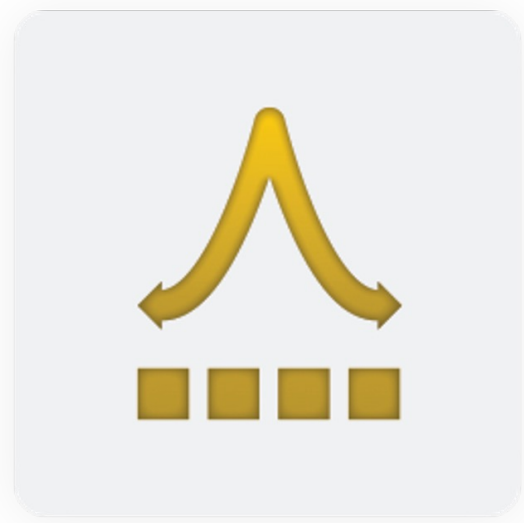
4

**Four Moments of Truth™**  
for Situational Conversations™  
1 hour



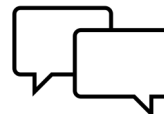
**Situational Conversations™ Framework**  
and Accountability Partner  
1 hour

MONTH 5



### Situational Change Leadership™

8 Hours of ILT Instruction



#### Cohort Discussion

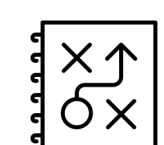
Facilitated Follow-up  
1 hour (VILT)



**Social Learning**  
and/or Reflection Journal\*  
0.5 hour

4

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






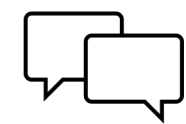
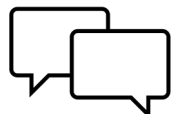
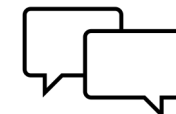
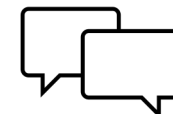
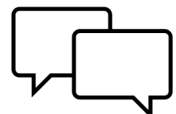
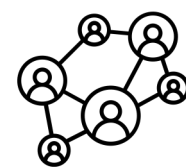

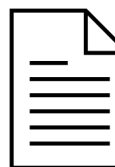






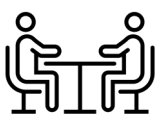
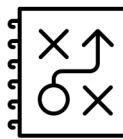


**The Situational Change Leadership™ Process**  
and Accountability Partner  
1 hour

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



# High-Impact Communication

		MONTH 7	MONTH 8	MONTH 9	MONTH 10	MONTH 11
Workshop		<div></div> <div><b>Leading With Emotional Intelligence</b> 8 Hours of ILT Instruction</div>	<div></div> <div><b>Communicating Effectively</b> 2 Hours of VILT Instruction</div>	<div></div> <div><b>Effective 1:1s</b> 2 Hours of VILT Instruction</div>	<div></div> <div><b>Team Meetings</b> 2 Hours of VILT Instruction</div>	<div></div> <div><b>Stay Interviews</b> 2 Hours of VILT Instruction</div>
	Sustainment / Reinforcement	<div></div> <div><b>Cohort Discussion</b> Facilitated Follow-up 1 hour (VILT)</div>	<div></div> <div><b>Cohort Discussion</b> Facilitated Follow-up 1 hour (VILT)</div>	<div></div> <div><b>Cohort Discussion</b> Facilitated Follow-up 1 hour (VILT)</div>	<div></div> <div><b>Cohort Discussion</b> Facilitated Follow-up 1 hour (VILT)</div>	<div></div> <div><b>Cohort Discussion</b> Facilitated Follow-up 1 hour (VILT)</div>
		<div></div> <div><b>Social Learning</b> and/or Reflection Journal* 0.5 hour</div>	<div></div> <div><b>Supplemental Resource</b> Available via QR Code in Participant Handout 0.5 hour</div>	<div></div> <div><b>Supplemental Resource</b> Available via QR Code in Participant Handout 0.5 hour</div>	<div></div> <div><b>Supplemental Resource</b> Available via QR Code in Participant Handout 0.5 hour</div>	<div></div> <div><b>Supplemental Resource</b> Available via QR Code in Participant Handout 0.5 hour</div>
Behavior Change Support		<div></div> <div><b>Four Moments of Truth™</b> <i>for Leading With Emotional Intelligence</i> 1 hour</div>	<div></div> <div><b>Workshop Content Review</b> and Accountability Partner 0.5 hour</div>	<div></div> <div><b>Workshop Content Review</b> and Accountability Partner 0.5 hour</div>	<div></div> <div><b>Workshop Content Review</b> and Accountability Partner 0.5 hour</div>	<div></div> <div><b>Workshop Content Review</b> and Accountability Partner 0.5 hour</div>
					<div></div> <div><b>Team Meeting Action Plan</b> and Accountability Partner 0.5 hour</div>	

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## 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	✓	✓	✓	✓		✓	✓	✓