

# Blanchard's Self Leadership

## Open training

### Description

**Blanchard's Self Leadership** is a combination of skills and attitude that make employees "take matters into their own hands", i.e. develop autonomy and assume responsibility for their goals and tasks. Self leaders are aware of their needs, goals, competences, and engagement. They act in a planned and targeted manner. They question their own limiting convictions about their work and role in the enterprise, which hamper their activities and development. They identify sources of influence and use them in a conscious manner achieve goals successfully.

Businesses more and more often realize that in order to meet challenges they must rely on the employees who proactively take matters into their own hands, have the autonomy and expand it, initiate changes, take over the responsibility for performance, their own professional career, and development. Organizations need to build the capital of self leadership: empower self leaders, who are aware of their needs, competences, and influence.

According to the survey conducted by The Ken Blanchard Companies\* on a sample of 1,350 employees from various countries, the individuals perceiving themselves as self leaders and making use of the skills of:

seeking feedback, influencing, "selling" ideas in the organization, spotting problems at an early stage and suggesting appropriate solutions, talking about the ways of pursuing goals and performing tasks, feel comfortable at work, experience autonomy, have the sense of reliability and competence more often than others, and are less inclined to leave the organization, which is also included in their long-term plans.

\*Developing self leaders: A competitive advantage for organizations, The Ken Blanchard Companies 2020, <https://resources.kenblanchard.com/self-leadership/developing-self-leaders>.

### Program assumptions

- Blanchard's Self Leadership is The Ken Blanchard Companies' original development program adapted to the Polish cultural environment by House of Skills consultants.
- It shapes both the attitudes and the skills that are necessary for influencing one's development actively and achieving strong performance. It supports the development of an employee's self-reliance, self-confidence, proactivity, and willingness to assume responsibility for their successes or failures at work.
- The program is based on the assumption that employees are the best leaders for themselves and, in many instances, know more about the work they perform than their managers; the leaders' role is to be a partner for employees and provide the opportunities and resources to enable the employees to release their energy and extend the scope of their independent action.
- The program is based on Blanchard's SLII® leadership concept from the employee's perspective. It teaches how to diagnose one's stage of development in the context of a given goal or task, communicate the related needs, and actively obtain the needed instructions and support.

## The Self Leadership development process is composed of four stages:

**Launch** – rich prework that will introduce the participants into the fundamentals of the model before the workshop begins. It consists in individual work, during which the Participant:

- Becomes familiar with the video material being an introduction to the challenges of Self Leadership
- Specifies the real professional goal, which will be the object of the work during the workshops
- Completes a self-diagnosis questionnaire: “Perception of self leadership”
- Encourages the leader to complete a corresponding questionnaire from their perspective to receive feedback

**Learn & Practice** – an intensive classroom or online workshop composed of **3 interactive 3.5-hour workshop sessions**. At the Learn & Practice stage, the Participant learns and practices the skills and attitude that develop self leadership.

**Master – implementation tasks** oriented towards the practice of Self Leadership in everyday work after the workshop ends. The Participant:

- Plans and holds the first one-on-one conversation with their manager about the goal
- Implements the practice of regular one-on-one meetings
- Deepens the analysis of individual influence
- Analyzes the questionnaire results from their own and the manager’s perspectives using the result interpretation tool to discuss them with the manager
- Uses the aids and tools available on the Blanchard Exchange portal

## Participant profile:

The program is addressed to employees of all organizational levels regardless of the role, position, or function in the enterprise.

## Program results

The program will teach the participants to:

- Use the skills of diagnosing their own stage of development against a given goal or task and the related needs
- Effectively communicate with their leaders and colleagues using the language of needs, specifying the scope of instructions and support which are necessary to succeed
- Identify their strengths and use individual sources of influence when pursuing goals and performing tasks
- Actively strive for arriving at a leadership style adapted to their needs and stage of development
- Build their engagement – question the limiting convictions, initiate actions, enhance the scope of autonomy and influence in contrast to the sense of helplessness
- Reinforce their own sense of meaning of work in a partnership conversation about goals and their significance, align individual goals with the organization’s goals

## Employed methods:

- The Blanchard's Self Leadership philosophy is discussed during the workshop based on a mini-series, which familiarizes the Participants with the characters and their dilemmas.
- The video materials teach how to apply the concept in practice and illustrate the consequences of applying them wrongly or not at all. The workshop also makes use of engaging group practice and discussions on the forum and gives time to reflect.
- Individual and group tasks, discussions and mini-lectures, trainer inspirations supported with numerous real-life examples build an interactive program filled with practical exercises.
- The individual prework and post-workshop work in the implementation part facilitate the application of workshop practices in the participants' everyday professional lives.
- The continuous one-year access to the Blanchard Exchange Portal offers practical tools to be used in everyday work, and the mobile application is a practical way of getting access to Blanchard's SLII® Leadership whenever and wherever needed.

**Number of participants:** 7–12 persons

**Location:** Warsaw

## Contents of the training

The Blanchard's Self Leadership model has been developed by Kenneth Blanchard, an undisputed authority in the field of management, a co-author of the book titled *One Minute Manager*. Blanchard's SLII® Leadership has been verified by more than a million managers worldwide.

Blanchard's Self Leadership is divided into three 3.5-hour workshop sessions (online) or 1.5-day workshop sessions (classroom) in a group of up to 12 participants.

### Session One

#### Introduction to Blanchard's Self Leadership

- What is self leadership? – *Maria's Story* video
- Self leader's attitude and skills that are necessary to achieve goals and satisfaction at work
- Proactivity and questioning of limiting convictions

#### Goal setting

- Why is it worth setting goals?
- Blanchard's SMART goals
- Self leader's personal influence on the definition of goals and the methods of their pursuit – specification, negotiation, reformulation
- Planning of the course of the conversation with the manager about the individual goals (pair practice)
- Self leader's attitude supporting conversations about goals

## Session Two

### Diagnosis of the stage of development

- Stages of development against a given goal or task – a case study
- Blanchard's SLII® Model. Practice of the skill of diagnosing the stage of development. Use of the SLII® application.
- My stage of development in relation to a real goal or task

### Arrival at the adequate leadership style

- From learning to acting independently – what scope of instructions and support do I need from my manager or colleague?
- Communication of needs and arrival at the leadership style that is tailored to needs (analysis of a video material: Maria's conversations with the leader at individual stages of development)
- Planning of a conversation with the manager related to a real goal and stages of the participants' development – pair practice

### My sources of influence

- Discovery of the sources of personal influence: exercise titled *My Individual Star of Influence*
- Proactive use of one's own sources of influence – practice in groups of three

## Session Three

### One-on-one conversations with the manager

- What is a one-on-one conversation?
- One-on-one conversation from the perspective of employee needs – analysis of a video material: *Maria's One on One Conversation*
- Preparation for a one-on-one conversation with the manager – needs, sources of influence, useful expressions
- Conversation exercise – pair practice

### Implementation

- Perception of self leadership. How to use the following tools:
  - self leader's self-diagnosis questionnaire
  - manager's feedback questionnaire.
- Implementation tasks
- Change plan – my personal self leader's action plan.

### End of the workshop