

SELF



ONE-TO-ONE



TEAM



ORGANISATION



Blanchard[®] Leadership Solutions

An Overview
of the Blanchard
Key Leadership Areas

Ken^{THE}Blanchard
COMPANIES

The Leadership Difference.™

Self



The personal quest for excellence.

Situational Self Leadership Empowers individuals to take responsibility and leadership even when they are not in charge, to set goals that will drive the organisation's initiatives, to contract with their managers for direction and support, and to collaborate with peers.

Results

- Boosts engagement and retention
- Supports innovation
- Provides accountability
- Improves productivity
- Increases communication and collaboration
- Aligns organisation and individual goals

DISCovering Self and Others Individuals learn to understand themselves and others and become equipped to communicate and collaborate with others in ways that support productivity and performance and enhance relationships.

Results

- Improves communication
- Improves self-awareness
- Supports effective relationships
- Builds collaboration
- Provides a context for conflict resolution

We provide integrated leadership solutions that deliver results through pre- and post-training assessment, multiple delivery options, coaching, and reinforcement strategies.

One-to-One



Partnering for peak performance to lead others effectively.

Situational Leadership® II (SLII®) SLII® is one of the most widely used, practical, and comprehensive leadership systems in the world. SLII creates a shared process, language, and model for building leadership and ensures that goals are in alignment and performance is monitored, tracked, and focused on the appropriate areas. Designed for mid-to-upper level managers, SLII develops peak performers who deliver significant results to the bottom line. (Also available: **SLII® for Sales Leaders**)

Results

- Unlocks discretionary effort
- Develops core leadership skills
- Builds leadership capacity
- Honors goal setting, diagnosis, and leadership effectiveness
- Improves communication regarding performance and development
- Increases retention and productivity

Situational Frontline Leadership This programme provides the leadership skills necessary to drive employee performance and engagement. Designed for frontline leaders and supervisors, the programme mirrors the content of SLII and drills more deeply into building each skill area by using real-world work issues as a learning platform.

Results

- Develops Partnering for Performance
- Improves coaching for optimal performance
- Develops direct reports in the shortest amount of time
- Creates leaders who are equipped to deal with tough leadership challenges

Coaching Essentials for Leaders Leaders learn to develop and apply a set of core coaching skills and a coaching process to accelerate team performance in accomplishing organisational objectives. This coaching process creates an environment of trust that supports the development and goals of others and supports performance improvement.

Results

- Accelerates performance improvement
- Creates an environment of trust
- Integrates coaching into leadership style
- Develops self-reliance in others

Whale Done!® The Power of Positive Relationships Focuses on the essential skills of catching people doing things right and redirecting negative behaviour to increase productivity, trust, commitment, motivation, and employee retention.

Results

- Improves retention of top performers
- Increases creativity and innovation
- Supports a customer service culture
- Inspires passion and boosts performance

Team



Community, focus, and results through the power of teams.

Situational Team Leadership A framework for understanding the characteristics of high performing teams, the stages of team development, and providing continual support throughout the team's life cycle. This programme is the starting point for laying the groundwork for establishing effective, high performing teams.

Results

- Creates an empowered workforce
- Increases the productivity and effectiveness of teams
- Maximises innovation and creativity
- Builds team leader and team member skills

Team Skills Builds on Situational Team Leadership by developing specific skills to understand and meet the needs at each stage of the team's life cycle whether you are the team leader or a team member. By providing a focus on chartering, managing conflict, building trust, and improving communications, Team Skills develops individuals who want to improve team member and team leader skills.

Results

- Increases team productivity
- Improves team leadership
- Enhances critical team skills and behaviours that ensure success

Team Work A just-in-time skill application programme developed for intact teams that uses the PERFORM Model to focus on and improve Purpose, Empowerment, Relationships, Flexibility, Optimal Performance, Recognition, and Morale. Teams utilise the Team Performance Assessment to determine strengths and areas for growth.

Results

- Provides real-time support
- Reduces costs
- Supports innovation
- Improves return on investment

Meetings Assist any team in organising and facilitating effective meetings to accomplish more in less time. Key areas of the programme include meeting structure, facilitation skills, setting agendas, creating effective action plans, and evaluating performance.

Results

- Improves meeting management and productivity
- Increases effectiveness

Chartering This process drills deeply into the team chartering process and sets teams up to succeed from the start by clarifying team vision, purpose, values, norms, roles, and goals while improving communication, decision making, and accountability practices.

Results

- Clarifies team purpose and roles
- Provides structure and direction
- Creates ground rules and norms for behaviour

Strengthening Virtual Teams A team building process for organisations that require people in multiple locations around the world to work together in real time. It addresses the needs and challenges of virtual teams.

Results

- Addresses issues of working virtually and effectively
- Provides a process for quickly establishing communication, work norms, and trust

Organisation



Alignment and effectiveness through people.

Creating Your Organisation's Future: Full Steam Ahead!

This process guides your organisation through the steps of building a shared vision, purpose, and values that unleashes energy and provides the direction, key strategies, and action steps to stay focused.

Results

- Clarifies the big picture and strategic direction
- Improves productivity and alignment throughout the organisation
- Provides clear direction and identifies priorities
- Ensures coordinated efforts of individuals and teams
- Creates buy in at all levels

Gung Ho!® Create a culture of excellence, accountability, and productivity. The Gung Ho! process aligns individual and organisational performance expectations, values, and rewards.

Results

- Improves employee morale and passion
- Creates involvement in and buy in for change processes
- Creates accountability for creating and sustaining change
- Aligns individual and organisational performance
- Energises corporate culture

Legendary Service® A comprehensive service improvement process that assists organisations in creating the strategies, culture, and workforce to sustain world-class customer service.

Results

- Creates an engaged customer-centric culture
- Aligns management practices with service strategies
- Equips people to identify and exceed customer expectations
- Improves customer loyalty

High Performing Organisations SCORES A six-part system that enhances organisational performance and productivity and assists organisations in creating strategic improvement by sharing knowledge and power, openly communicating, clarifying vision and values, and focusing on the customer, systems, and structure. This assessment-based process drives business results and improves engagement.

Results

- Improves awareness of strengths and weaknesses
- Drives strategic improvement
- Clarifies areas needing attention

Leading People through Change This proven model takes leading change from a haphazard process to a predictable science. By addressing the critical leadership skills, increasing the level of influence and involvement from the people being asked to change, and surfacing and resolving concerns along the way, this process ensures successful implementation of the change.

Results

- Bolsters productivity and morale during the change process
- Minimises the time required to achieve desired future state performance
- Builds organisational change leadership capability
- Creates an organisation that successfully initiates and implements change

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