

SELF LEADERSHIP VIRTUAL LEARNING DESIGN

VIRTUAL SESSION 1

DURATION	SECTION	KEY CONTENT
20–50 min.	LAUNCH (Pework)	Participants complete LAUNCH assignments: <ul style="list-style-type: none">• Self Leadership Preview video• Self Leadership Goals Worksheet• Perceptions of Self Leadership—Self Leader Questionnaire• Send Perception of Self Leadership—Manager Questionnaire to their manager• Download the SLII® App
14 min.	Welcome	Welcome participants to the first virtual session of Self Leadership.
14 min.	Mindset and Skillset of a Self Leader	Define and introduce the components of self leadership. Introduce the SLII Model and a common language of leadership.
28 min.	Challenge Assumed Constraints	Explore the first component of a self leader’s mindset: Challenge Assumed Constraints. Explores participants’ potential assumed constraints regarding their purpose for learning.
2 min.	Self Leadership	Introduce alignment on the three skills of a self leader.
5 min.	Break	
47 min.	Goal Setting	Teach Goal Setting as the first skill of a self leader. Define the elements of a SMART Goal and connect SMART to proactive clarifying, negotiating, and reframing of goals.
10 min.	Next Steps and Close Session 1	Recap Session 1 and review assignments to complete before Session 2.

VIRTUAL SESSION 2

DURATION	SECTION	KEY CONTENT
4 min.	Welcome Back	Welcome participants to the second virtual session of Self Leadership.
26 min.	Diagnosing (Part 1)	Teach Diagnosing as the second skill of a self leader. Define development levels, competence, and commitment.
25 min.	Development Levels	Introduce Development Level Descriptors for D1-D4 using motion graphic videos. Do Scattergram activity.
5 min.	Break	
7 min.	Diagnosing (Part 2)	Explain and conduct diagnosing practice using the SLII App or workbook pages and the branching diagram.
15 min.	Matching	Teach Matching as the third skill of a self leader. Explain the SLII Model and define Leadership Styles. Explore how to apply matching to get the direction and support needed.
34 min.	Activate Points of Power	Teach the second component of a self leader's mindset: Activate Points of Power. Through a video and an activity, participants learn that practicing the self leader's skillset requires understanding the nature of power.
4 min.	Next Steps and Close Session 2	Explain details of two assignments between Sessions 2 and 3.

VIRTUAL SESSION 3

DURATION	SECTION	KEY CONTENT
5 min.	Welcome Back	Welcome participants to the third virtual session of Self Leadership and review the learning map.
3 min.	Be Proactive	Participants practice the skill of Matching through the third component of a self leader's mindset. They discover that being proactive means getting the matching leadership style from anyone who can provide the direction and support they need; it means conducting D1–D4 Conversations.
27 min.	D1 Conversations and Practice	Use <i>Maria's Story</i> to demonstrate a D1 Conversation. Present D1 needs.
11 min.	D2 Conversations	Use <i>Maria's Story</i> to demonstrate a D2 Conversation. Present D2 needs.
10 min.	D3 Conversations	Use <i>Maria's Story</i> to demonstrate a D3 Conversation. Present D3 needs.
5 min.	Break	
15 min.	D2 and D3 Conversation Practice	Introduce the D2 or D3 Conversation Practice.
9 min.	D4 Conversations	Use <i>Maria's Story</i> to demonstrate a D4 Conversation. Present D4 needs.
5 min.	What People Want from Work	Activity explores that managers are not mind readers and it's in the best interest of self leaders to take initiative for their development. Introduce and set up One on One Conversations with managers as MASTER assignment.
9 min.	Perceptions of Self Leadership	Participants review their Perceptions of Self Leadership results and learn how to integrate and analyze their manager's responses in their first One on One. Create compelling reason to revisit learning portal and access MASTER tools, including the Perceptions of Self Leadership Interpretation Guide.
13 min.	One on One Conversations	Use <i>Maria's Story</i> to demonstrate a One on One Conversation between Maria and her manager. Participants plan a One on One, to be conducted with their own manager within two weeks. Practice with learning partners.
8 min.	Wrap-up	Review MASTER Assignments. Explore participants' mindset and skillset commitments by revisiting their learning purpose and session objectives.
3 hours	MASTER (Post-workshop)	Participants complete MASTER assignments: <ul style="list-style-type: none"> • Complete Perceptions of Self Leadership by analyzing results from Manager Questionnaire • Prepare, schedule, and conduct a One on One Conversation with manager