ADDIE in Action:
Designing a Cost-Effective SLII® Master Session

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Case Study for ePortfolio

Summary

This case study demonstrates the strategic application of the ADDIE instructional design model I used to redesign a traditional, high-cost leadership development program into a 3-hour SLII® Master Session for team members. The solution expanded organizational capability, strengthened leader/team communication, and generated significant cost savings (Please see Page 3 for Cost Analysis).

Analysis – Business Problem

I identified a business gap: middle- to senior-level leaders were formally trained in SLII® (Situational Leadership® II); however, their teams lacked familiarity with the model. This created a performance gap in which leaders understood the framework but could not consistently apply it in daily one-on-one and team conversations.

Current State Costs:

$800 per participant (course access, materials, resources)
15 hours of leader time (virtual or in-person delivery)

Target Audience

• Individual contributor team members
• Mixed experience levels
• No prior exposure to SLII® terminology
• Direct reports of SLII®-trained leaders

Learning Solution

A condensed 3-hour SLII® Master Session was designed for team members and co-facilitated by the team leader and a Learning & Development Facilitator. The session focused on shared language, self-diagnosis, and application rather than deep leadership theory.

Learning Objectives

By the end of the session, participants will be able to:

- Self-diagnose their development level using SLII® terminology
- Complete the SLII® One-on-One Worksheet to support effective conversations with their leader

Design & Development

Core concepts were selectively extracted from the full 15-hour SLII® program and simplified to meet the specific learning needs of team members. Instructional materials were designed to emphasize immediate application and relevance.

Learning assets developed included:

- Custom PowerPoint with activities and video content
- Participant handouts aligned to learning objectives
- Course Design Timeline identifying leader vs. facilitator roles
- Leader email templates and participant pre-work instructions

Implementation

The team leader scheduled and invited participants to the session using provided templates. A minimum two-week preparation meeting was held between the leader and L&D Facilitator to align on delivery roles and flow. Sessions were delivered either virtually or in person.

Evaluation

Participants completed an anonymous post-session survey. Results showed strong agreement that the content was relevant, practical, and immediately applicable. Feedback indicated improved confidence and communication between leaders and team members.

Results & Business Impact

Training Approach	Cost per Participant	Total Cost (100 Participants)
Full SLII® Program	$800	$80,000
SLII® Master Session	$0	$0

Participants Trained: 100+

Estimated Cost Savings: $80,000

Attribution

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SLII®—MASTER Instructor Led Training (ILT) Design for "Teach Your Team SLII"

This is the training design for a MASTER team-building VIRTUAL session. MASTER is **3 hour** face-to-face Instructor **Led Training** (ILT) environment.

Team: Brandi Gullison, August 21, 2024 12:30-3:30

Time	Duration	Activity	Slide
12:30 -1:20 **Brandi & Sheri**	2 min.	1 Welcome and Introductions	1
Brandi Slides 1-8	3 min	**Share the purposes of SLII®.**	2
	3 min.	2 The Three Skills of SLII	3
		Introduce Goal Setting, Diagnosing & Matching	
	3 min.	3 The Six SLII Conversations	
		Review Six SLII conversations	4
	3 min.	4 Role of the Situational Leader	
		Discuss direction and support offered by a situational leader	5
	5 min.	5 Alignment Conversations	6
		Discuss Alignment Conversations	
	10 min.	6 Goal Setting	7
		Introduce the first skill of SLII: Goal Setting	8
		Teach SMART goals according to Blanchard method	8
1:20-1:30 **Sheri**	10 min.	7 Diagnosing	
		Teach Second Skill: Diagnosing	9
		Diagnosing Development Level	10

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Time	Duration	Activity	Slide
		Four Development Levels	11
1:30 – 1:50 p.m.	20 min.	ACTIVITY: Write My Development Level Story	
Sheri & Brandi		Write My Development Level Story D4	12
		Write My Development Level Story—D1	13-14
		Write My Development Level Story – D2	15-16
		Write My Development Level Story – D3	17-18
		Review Development Level D4 Descriptors	19-20
		Development Level is Goal or Task Specific	21
Sheri 1:50-2:00	10 min	ACTIVITY: Scattergram	22
2:00 – 2:15 p.m.	15 min.	Break	23
Sheri 2:15 – 2:30	15 min	ACTIVITY: Diagnosing Group Activity - Cards	24
Brandi		10. MATCHING	
		Introduce third Skill of SLII: Matching	25
2:30-2:45 p.m.	15 min.	Explain Leadership Styles Directive/Supportive Behavior	26
		Leadership Style Model	27
		Leadership Style 1	28
		Leadership Style 2	29
		Leadership Style 3	30
		Leadership Style 4	31
		Goal of a situational leader is to match	30
		Match vs. Mismatch	32
Sheri	20 min.	**Meet Steve Video** (1:23 min)	33
2:45 -3:05		Diagnosing Steve	34

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Time	Duration	Activity	Slide
		Match or Mismatch Video 1 (Mismatch) 3.15 min	35
		Debrief Video 1	36
		Match or Mismatch Video 2 (Match) 3.5 min	37
		Debrief Video 2	38
		Review Goal Setting, Diagnosing, Matching	39
3:05 p.m. – 3:20 p.m.	15 min.	**12. One on One Conversations**	40
Sheri		Purpose of the One on One	40
		Introduce the One on One Worksheet	41
		One on One Video (4.10 min)	42
		Debrief the One on One Video & Worksheet	42
3:20 p.m. - 3:30 p.m.	10 min.	**14 Wrap-Up**	43
Brandi & Sheri		1. Questions, Observations 2. Take-Aways – sticky notes	
		Thank you	44