

Entelechy's Leadership eLearning Library

Making Training Stick: *Unleash Your Leadership Potential* eLearning

Overview:

Skill reinforcer and enhancer eLearnings are an important part of the *Unleash Your Leadership Potential* program. They are used to reinforce feedback, coaching, and leading difficult conversation skills in a scenario-based format and to add additional leadership skills that enhance a leader's capabilities. These eLearnings create a robust, multi-modal learning experience and ensures that participants have the competence AND confidence to apply what they learned, making the leadership training STICK!

Entelechy offers two types of eLearnings:

1. **Skill Reinforcer:** Used to reinforce a concept that was presented during in Unleash Your Leadership Potential. The learner should view the introductory eLearning, Unleash Your Leadership Potential: The Basics, first before viewing a specific skill reinforcer eLearning.
2. **Skill Enhancer:** Used to teach and practice a new management/leadership skill that is not taught in the core program. The learner can view the skill enhancer eLearnings at any point in their leadership journey.

All Entelechy eLearnings contain both teaching and practice components.




Technical Requirements:

Entelechy's skill reinforcer and enhancer eLearnings were created with Articulate's authoring tools. Articulate recommends that Google Chrome be used as the browser when viewing eLearnings created with these tools. Additional technical specifications and requirements can be found [here](#).


Because every organization (and each individual learner) has unique technological configurations, Entelechy cannot assist with technical difficulties experienced when viewing eLearnings. Things that may impact the ability to play eLearnings include hardware, software, firewalls, and internet connections/settings. If a learner experiences an issue accessing an eLearning, they should contact their organization's IT help desk.


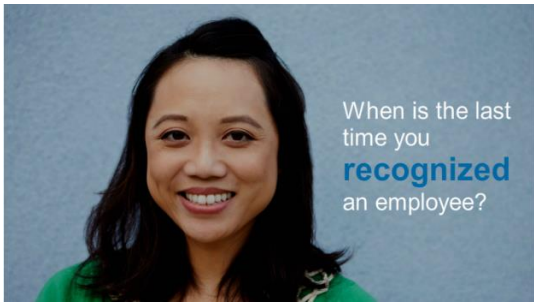
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eLearning Skill Reinforcer	Description
<p><i>Unleash Your Leadership Potential: The Basics</i> (45 min)</p> <p>Numbers Tell a Powerful Story</p> <p>Towers and Perrin</p>  <p><u>Access eLearning</u></p>	<p>Want to increase your effectiveness as a leader? Focus on these four skills that effective leaders must master:</p> <ol style="list-style-type: none"> 1. Performance management 2. Feedback 3. Difficult conversations 4. Coaching <p>During this 45-minute eLearning, you will learn specific tools to help you master these skills and become an even more effective leader. You will learn to analyze an employee's performance and determine the most effective way to improve that performance. You will explore the importance of feedback and examine a simple difficult conversation model, which can be used to bring unacceptable performance or behavior to acceptable performance or behavior. In addition, you will be introduced to a simple and effective coaching model that will help turn good performers into great, engaged performers.</p>
<p>Delivering Powerful Feedback Skill Reinforcement (30 min)</p>  <p><u>Access eLearning</u></p>	<p>Is the feedback you provide powerful and effective? Is it received openly and viewed as a powerful performance support tool? Are you seeing the results you had hoped for? Using CAIR to provide feedback encourages and enables employees to change. In this eLearning, you will review Entelechy's Feedback Model. Then you will apply Entelechy's Feedback Model using CAIR in specific scenarios that will provide YOU with feedback on your skill in delivering powerful feedback.</p>
<p>Coaching Skill Reinforcement (20-30 min)</p>  <p><u>Access eLearning</u></p>	<p>You may have SEEN Entelechy's Coaching Conversation Model. You may KNOW Entelechy's Coaching Conversation Model. But can you USE Entelechy's Coaching Conversation Model to its full potential? In this eLearning you will help Brianna, a leader new to using Entelechy's Coaching Conversation Model. You will have the opportunity to help her select the best responses during a coaching session she is having with her employee, Mike. This eLearning provides you with valuable practice applying Entelechy's Coaching Conversation Model.</p>

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eLearning Skill Reinforcer	Description
<p>Leading Difficult Conversations Skill Reinforcement (45 min)</p>  <p style="text-align: center;"><u>Access eLearning</u></p>	<p>Why do so many managers avoid having difficult conversations with their employees? Probably because they were never given a tool that made difficult conversations easier. In this eLearning, you will review Entelechy’s Difficult Conversation Model and how the model ensures successful results when dealing with employees who exhibit unacceptable behavior or performance. You will have the opportunity to use Entelechy’s Difficult Conversation Model with a scenario that unfolds based on the responses you select. You can discover likely outcomes when you follow the model — AND when you don’t. Use the practice scenarios to build your competence AND confidence.</p>

eLearning Skill Enhancer	Description
<p>Delegating Effectively (30-45 min)</p>  <p style="text-align: center;"><u>Access eLearning</u></p>	<p>Don’t just delegate — delegate AND develop your people. Too many leaders view delegation as a way to lessen their own workload, period. Effective leaders know how to use delegation to develop the competence and confidence of their employees. In this eLearning, you will discover how to use delegation to develop your people by utilizing Entelechy’s Levels of Delegation Model. The benefits of delegation will motivate you to put this model into practice with your team today.</p>
<p>Motivating Performance (30-45 min)</p>  <p style="text-align: center;"><u>Access eLearning</u></p>	<p>Are you doing everything you can to motivate your employees? There is a direct correlation between motivation and recognition, and high performance. This eLearning will introduce some fresh approaches to motivate your people. You will learn how to use recognition to ignite your employees’ inner drive. Learn techniques that will help you recognize and motivate ALL employees based on their tangible and intangible contributions, their growth, their effort, and even their potential. This eLearning will help you build a culture of recognition where trust and growth flourish.</p>

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