



CD2 Delivers KBC Leadership Curriculum Online

CD2 offers an award winning leadership development ecosystem that combines the KBC Leadership Curriculum (including the most widely-used leadership model in the world - Situational Leadership® II) with an engaging learning process map (LPM) guiding users through a set of lessons and interactive simulations, games and activities. This combination of content and technology provides online learning and tools to ensure application and sustainability. CD2's cloud-based solution provides the flexibility to remix lessons in the LPM and to modify learning activities. You can organize the curriculum to reflect your required and elective lessons and tailor the activities to fit your organization's needs. Live launch and debrief sessions can be scheduled to allow learners to meet and collaborate.

Use CD2's Technology for a Strong Continuous Learning Culture

- Use the CD2 Talent Development Toolkit to sustain skills and promote continuous internal growth.
- Create and align individual and organization goals to give “line of sight” to all employees.
- Teach leaders and individuals to analyze, diagnose, and apply leadership concepts.
- Stress accountability for application and follow-through.
- Develop accessible responsive leaders. Increase the quality and frequency of conversations about needs and goals while building trust and sharing accountability.

The screenshot shows a software interface titled "D4 Diagnosis". On the left is a sidebar with navigation links: Journal, Tasks/Cards, Impact View, D4 Diagnosis (which is highlighted in red), One On One, SI / Ton, Company Information, and Strategic Objectives. Below the sidebar is a "Collapse Menu" button. The main content area has a header "D4 Diagnosis" with a sub-header "Leadership Style: S4—Delegating". It lists "What someone at D4 needs" with bullet points: "Expect the person to take responsibility for goal setting, action planning, and decision making; confirm plans" and "Expect the person to keep you and others informed". There is a "Show All" link. The next section is "What to say to someone at D4" with bullet points: "Update me what you're working on ... what you're excited about", "... You contribution in ... is so important to the organization", and "Show All". The final section is "Development Level: D4—Self-Reliant Achiever" with a sub-header "High Competence / High Commitment". It lists "Characteristics" with bullet points: "Consistently competent; justifiably confident" and "Trusts own ability to work independently; self-assured". There is a "Show All" link. At the bottom right are "Previous" and "Save" buttons.

“Until we developed and released our online leadership curriculum with CD2, the promise of elearning was empty for The Ken Blanchard Companies and our clients. With CD2 our content has come alive online whether using a PC, MAC or mobile device. The game has changed forever!”

~Scott Blanchard, The Ken Blanchard Companies, Principal and Executive Vice President, Client Solutions



2013 People's Choice Award Winner:

Best New Product: Corporate Learning/Worforce Development Solution



Characteristics

Now that you have had the chance to explore how your four temperaments are ordered, we are going to take a closer look at each temperament separately.

Jim Harden will discuss the characteristics of each temperament and the shadow, and Madeline Blanchard will answer some of our Frequently Asked Questions.

Recognizing Development Level

Stages of learning, or development levels, are the same no matter what you're learning how to do.

(Activity) Match the development level descriptors to the corresponding development levels by dragging them to the appropriate box. When you are finished, click Verify to see how you did. If some of the words appear in red, try again.

Not always confident	Learning	Eager to learn	Accomplished
Sometimes tentative	Inexperienced	Confused	Generally skilled
Consistently competent	Experienced	Enthusiastic	Inconsistent
Discouraged and frustrated	Self-reliant	Self-assured	Don't know what you don't know

Intro to Temperaments: Temperament describes the aspect of personality concerned with emotional dispositions and reactions. This lesson will help with understanding temperaments and their behaviors.

Goal Setting: Write goals that are SMART—Specific, Motivating, Attainable, Relevant, and Trackable. Learn how organizational SMART goals and individual goals can have purpose and an observable outcome.

Self Leadership and Diagnosis: This lesson will help develop a key skill of self leadership—diagnosis. Learn how to assess each stage of development for goals or tasks and use this information to ask for support and direction.

Needs and Values: This lesson contains information, exercises, and tools that will help identify and understand individual needs. Recognize what is important and discover personal decision-making standards.

Relating to Temperaments: This lesson will address issues and opportunities when relating to people whose temperaments are different. Explore why others “rub you the wrong way” or react in emotional ways.

Diagnosing Others: When responsible for someone else's performance, it is important to be able to diagnose what that person needs. This lesson will help describe what people need during their stages of development.

Matching Your Leadership Style: Using leadership styles that match direct reports' development helps with better management. Learn to adapt from one situation to another—giving each person the individual direction needed.

Interpersonal Communication: Become equipped with skills to communicate effectively and avoid misunderstandings. Learn how to clearly communicate with others, influence them, and make an impact.

One on One Conversations: Frequent meetings with managers and other key partners are keys to being successful. This lesson will describe how to set up and get the most out of these meetings.

Alignment Conversations: This lesson will help managers effectively partner with direct reports for optimal results. Learn how to reach agreements about goals or tasks as well as the amount of direction and support needed.

Listening for Results: Listening is a skill that can be developed with effective techniques and practice. This lesson helps with listening more deeply for the most useful information in a conversation and ask questions that yield the best results.

Temperaments and Careers: This lesson contains information, exercises, and tools that will help with understanding how temperaments affect careers. Each temperament can work in any career and help in hiring and building strong teams.

Understanding Career Development: Explore what it takes to chart an individual career path. Build a plan identifying the steps from today, where to go tomorrow, and set long-range goals.

What Do I Need?

Once you start diagnosing your employee's development level on the tasks and goals you've assigned for at work, you can use the information to ask for what you need from your manager and peers around you. Different levels of support and direction will help you to be your most effective on each goal or task.

If you need support, you will ask for feedback, encouragement, resources, suggestions, facilitation. If you need direction, you will ask for: help to do and how to do it, timelines, feedback on performance expectations, someone else to take the lead while you're learning.

(Activity) Click to find out the type of support and direction you need at each development level.

D4	D3	D2	D1
High Competence High Commitment	Moderate to High Competence Variable Commitment	Low to Some Competence Low Commitment	Low Competence High Commitment

Renee

(Activity) Listen to each case study and determine the employee goal or task. Use the words in the list below to diagnose the person's development level. Finally, click the "Verify the Diagnosis" button to see how you did.

RENEE

Uh, I have only been at this job for two weeks and I am late for work again. Plus, I have a team meeting in ten minutes and I really don't want to go. It is just that I do not understand my job that well. I am not sure it is even right for me. Maybe she should have held out for that company that wanted me, but couldn't hire me until the fall?

Verify the Diagnosis

COMPETENCE	COMMITMENT	DEVELOPMENT LEVEL
<input type="radio"/> Low Some <input type="radio"/> <input type="radio"/> <input type="radio"/> Moderate <input type="radio"/> High	<input type="radio"/> Low Variable <input type="radio"/> <input type="radio"/> <input type="radio"/> High	<input type="radio"/> D1 <input type="radio"/> D2 <input type="radio"/> D3 <input type="radio"/> D4

Diagnosing

Because you will be at different development levels on different goals, you'll need different types of direction and support for each one. It's important to remember that at any given time, you might be at D4 on some goals, but at D1 on others. You can also click to review the characteristics of each level. Then click "Start Diagnosing" to practice using your new knowledge by diagnosing the following individuals on their tasks and identifying what they need to succeed. These are the same questions and words you'll use to diagnose what you need as well.

GOAL	COMPETENCE	COMMITMENT
What is your COMMITMENT to the goal?	Determine your commitment by examining your motivation and your confidence about your ability to do the job on your own.	
D1 COMPETENCE Low COMMITMENT High	D2 Inexperienced Don't know what you don't know Wanting to take direction Enthusiastic/ excited Confident learning from mistakes	D3 Moderate Don't know what you don't know Wanting to take direction Enthusiastic/ excited Confident learning from mistakes

Start Diagnosing