

Responsive, seamless, and consistent at every stage, from the first pilot cohort to certifying our own facilitators.

From Pilot to Ownership: Building Internal Leadership Capability at Scale

A leading Indian manufacturing organization with a large and growing managerial population reached a point many established businesses face. Its managers were capable and experienced, but they did not share a common way of leading. Coaching conversations, performance discussions, and day-to-day guidance depended on each manager's personal style. As the organization grew, that variation became harder to manage.

The leadership team wanted to fix this at the root. In discussions with business leaders, the organization's L&D team identified the need for a globally recognized leadership framework, one that could give every manager a shared leadership philosophy and a common language for developing people.

They also set a second condition. The framework had to be something the organization could own. Developing one batch of managers was not enough. The goal was to build internal capability that would keep leadership development going long after the first program ended.

Starting Small, Proving the Model

The organization partnered with Blanchard India and chose a phased approach. Phase 1 was a face-to-face pilot of the SLII Experience™ for a cohort of 25 tenured managers.

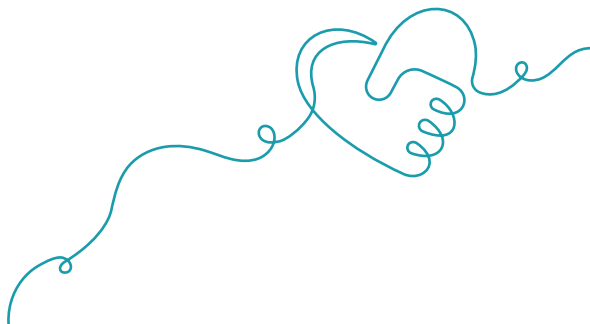
Starting with tenured managers was deliberate. These leaders already shape team culture every day, so if the framework worked with them, it would work across the organization. The pilot showed whether the SLII® approach fit the organization's leadership context before any wider investment was made.

The L&D team leading the engagement praised Blanchard India's responsiveness, seamless coordination, and consistent delivery quality. They also highlighted the timely execution, the quality of the learning experience, and the professionalism shown at every stage of the partnership.

From Participants to Practitioners: Building In-House Capability

The pilot's success led directly to Phase 2, a strategic investment in internal capability. Through the SLII® Train-the-Trainer (TTT) Certification, three members of the organization's own team became certified SLII® facilitators.

To support enterprise-wide rollout, the organization also procured:



- **The 80 SLII Experience™ (2-Day) participant kits** for deeper, full-format programs
- **The 250 SLII Experience™ (1-Day) participant kits** for broader reach across the managerial population

With certified facilitators and enough learning assets to reach more than 300 managers, the organization changed its role. It no longer only received leadership training. It now delivers that training itself.

Looking at the Impact

Following the engagement, the organization reported:

- **Noticeable improvements in leadership behaviours** among managers who went through the program
- **Greater consistency in manager effectiveness,** with a shared framework replacing individual leadership styles
- **Stronger coaching and performance conversations,** contributing to positive business outcomes
- **Self-sustaining leadership development,** with three certified internal facilitators embedding the SLII® methodology into the organization's leadership strategy

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The SLII Experience™: What It Brought to This Manufacturing Organization

SLII® approach teaches leaders to diagnose each team member's development level on a specific task and provide the right amount of direction and support. For this organization, the value went beyond the classroom. The pilot proved the framework worked. TTT certification moved ownership of the methodology in-house. The participant kits enabled enterprise-wide deployment. The result is a leadership model that the organization can keep scaling on its own terms.



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Every Year You Outsource Leadership Development Is a Year You Don't Own It.

One pilot cohort. Three certified internal facilitators. 330 participant kits ready for enterprise rollout. Blanchard India helped this organization move from training its managers to building its own leadership engine.

Ready to build yours?

SCAN NOW

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