EXPERIMENT BRIEF

Ep. 26 Cultivating Leadership Skills with Social Learning



THE SOCIAL LEARNING LAB

PODCLASS

www.yourinstructionaldesigner.com



EPISODE RECAP

Ep. 26 Cultivating Leadership Skills with Social Learning

OVERVIEW

The leadership skills gap is a pressing concern for many organizations. And that gap can't be closed without social learning.

KEY TAKEAWAYS

Leadership is an inherently social skill.

Leaders thrive when they can motivate people and guide them to reach goals.

Leaders fail when they lack awareness of the context in which they lead.

Social learning can help leaders develop the ability to predict and navigate human behavior.

Let's get social.

ASSESS & HYPOTHESIZE



Instructions:

Review the leadership skills below. Rank your team (or yourself) in each area.

Leadership Skill	Definition	Ranking 1-5	Social Learning Strategy
Effective Communication	The ability to clearly convey information and ideas, both verbally and in writing, while also being an active listener. This includes understanding non-verbal cues and being able to adjust the communication style to suit different audiences.		

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ASSESS & HYPOTHESIZE

Leadership Skill	Definition	Ranking 1-5	Social Learning Strategy
Emotional Intelligence	Understanding and managing one's own emotions, as well as recognizing and influencing the emotions of others. This involves empathy, self-regulation, and social awareness.		
Conflict Resolution	The capability to mediate disputes and foster a collaborative environment where differences are resolved constructively. This requires patience, empathy, and strong negotiation skills.		
Team Building	Creating and nurturing a cohesive team. This involves recognizing and leveraging individual strengths, promoting collaboration, and building trust among team members.		

ASSESS & HYPOTHESIZE

Leadership Skill	Definition	Ranking 1-5	Social Learning Strategy
Networking	Building and maintaining professional relationships both within and outside the organization. Effective networking involves being personable, showing genuine interest in others, and providing value in relationships.		
Motivational Skills	The ability to inspire and motivate team members towards achieving common goals. This includes recognizing individual and team accomplishments and providing encouragement and support.		
Trust Building	Establishing and maintaining trust with team members and stakeholders. This includes being transparent, consistent, and reliable in interactions and decisions.		

ASSESS & HYPOTHESIZE

Leadership Skill	Definition	Ranking 1-5	Social Learning Strategy
Cultural Competence	Understanding, appreciating, and interacting with people from diverse backgrounds and cultures. This includes being aware of cultural differences and adapting leadership styles to be inclusive.		
Influence and Persuasion	The ability to guide others towards a particular course of action or point of view through reasoning and appealing to their interests. This requires strong interpersonal skills and the ability to build consensus.		
Adaptability	Being flexible and open to change, while helping others navigate and embrace change. This involves active listening, empathy, and clear communication to ease transitions.		

FIELD NOTES

As you put your social learning strategies into practice, observe how your developing leaders respond. What's working? What needs improvement?



Next Steps:

Share your favorite strategies with the Social Learning Lab community.

🧪The Social Learning Lab community.

Let's Get

SOCIAL!



The Social Learning Lab is a podclass about social learning at work, hosted by Your Instructional Designer.

TWO WAYS TO ENGAGE

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