



## **Our Programmes for Individuals**

### **The Personal Development Programme (4 x 1 hour sessions)**

A personal check-up and check in on yourself with the purpose of giving you an insightful reading of where you currently are with regards to interpersonal needs, motivations, behaviour patterns and thinking styles. An opportunity to address the real challenges you face in a refined way with skilled coaching to guide you on the path to where you want to be and what you really want in life.

This is a series of four one hour sessions, that combines two profiling and two coaching sessions. The two profiling sessions can happen in quick succession – they could even be back to back in a two hour session if the questionnaires are completed in advance with time for them to be assessed.

The first Coaching session needs to be at least one week after the second Profiling Session in order for us to produce your personal report and for you to digest it. The second Coaching session needs to be at least two weeks after the first Coaching session and no later than six weeks.

1. Profiling Session 1: Assessing your interpersonal needs using the FIRO-B instrument with our expert interpretation. Beforehand you complete the FIRO-B questionnaire – online or via the hard copy booklet. We engage with you in a one hour session about the FIRO-B that leaves you with a full understanding of the interpretation of your numbers. We give you the FIRO-B report with our written interpretation.
2. Profiling Session 2: Assessing your Motivational and Working Patterns, Thinking and Communication Styles. Beforehand you complete our questionnaire via excel, google sheets or we post a hard copy. We reveal our interpretation and then use that data to engage in a dialogue with you – sharing our discoveries in the moment and uncovering the direction of your motivation, your frame of reference, your thinking and communication styles. We agree a set of outcomes that we wish to address in the coaching sessions in terms of where you want to go and what the challenges are.

Prior to the first Coaching session we provide you with a two page report that summarises and makes sense of the FIRO-B and the profiling data. This will capture your unique qualities, what you bring and the challenges you face.

3. Coaching Session 1: Addressing your challenges and where you want to go. We use our dialogue technique and armed with the profiling data we explore your problems, the possible solutions, the limitations to overcome and resources available across the multiple levels of learning to get you where you want to be. We explore alignment between your role and your mission, your vision and ambition. We agree an initial set of strategies, tactics and actions to deploy.
4. Coaching Session 2: How did we do? Follow up session. We review what happened in terms of implementing the strategies, tactics and actions. We explore the problems that are persisting and any new issues to emerge from changes you have implemented. We agree a new, refined set of strategies, tactics and actions to deploy.

## **The Working Life Development Programme (5 x 1 hour sessions)**

A personal check-up and check in on yourself with the purpose of helping you get what you want from your working life – from becoming a more efficient and effective person at work to navigating a change in job or career. We fathom your team working capabilities and explore your interpersonal needs, motivations, behaviour patterns, thinking and strategic styles to get the picture of you in the world of work. An opportunity to properly address the real challenges you face in your working life, with skilled coaching to guide you on the path to where you want to be and what you really want from your working life.

This is a series of five one hour sessions that combines three profiling and two coaching sessions. The three profiling sessions can happen in quick succession – they could even be back to back in a three hour session if the questionnaires are completed in advance with time for them to be assessed.

The first Coaching session needs to be at least one week after the third Profiling Session in order for us to produce your personal report and for you to digest it. The second Coaching session needs to be at least two weeks after the first Coaching session and no later than six weeks.

1. Profiling Session 1: Assessing your interpersonal needs using the FIRO-B instrument with our expert interpretation. Beforehand you complete the FIRO-B questionnaire – online or via the hard copy booklet. We engage with you in a one hour session about the FIRO-B that leaves you with a full understanding of the interpretation of your numbers. We give you the FIRO-B report with our interpretation of what it means in your working environment/s.
2. Profiling Session 2: Assessing your Motivational and Working Patterns, Thinking and Communication Styles in work. Beforehand you complete our questionnaire via email/excel, Google Sheets or we post a hard copy. We reveal our interpretation and then use that data to engage in a dialogue with you – sharing our discoveries in the moment and uncovering the direction of your motivation, your frame of reference, your thinking and communication styles.
3. Profiling Session 3: Assessing Team Working Preferences and Strategic Styles. You complete a BELBIN Self-Perception Inventory online and our Strategic Styles questionnaire via email/excel, Google Sheets or we post a hard copy. We feedback and work through the meaning of the reports and use dialogue technique to sense check the data and build a complete picture of what you bring to the workplace and where your limitations might lie. We agree a set of outcomes that we wish to address in the coaching sessions in terms of where you want to go in the world of work and what the challenges are.

Prior to the first Coaching session we provide you with a two page report that summarises and makes sense of the FIRO-B, the profiling data, the Belbin findings and our insights into a personal report. This will capture your unique qualities, what you bring to the workplace and the challenges you face and what you need to work on.

4. Coaching Session 1: Addressing your challenges and where you want to go. We use our dialogue technique and armed with the profiling data we explore your problems, the possible solutions, the limitations to overcome and resources available across the multiple levels of learning to get you where you want to be. We explore alignment between your role and your mission, your vision and ambition. We agree a set of strategies, tactics and actions to deploy.
5. Coaching Session 2: How did we do? Follow up session. We review what happened in terms of implementing the strategies, tactics and actions. We explore the problems that are persisting and any new issues to emerge from changes you have implemented. We agree a new, refined set of strategies, tactics and actions to deploy.

## **FIRO-B Profile & Interpretation Session (1 hour)**

Assessing your interpersonal needs using the FIRO-B instrument with our expert interpretation. You complete the FIRO-B questionnaire – online or via the hard copy booklet. We engage with you in a one hour session about the FIRO-B that leaves you with a full understanding of the interpretation of your numbers. We give you the FIRO-B report with our written interpretation.

## **Patterns, Thinking and Communication Styles Session (1 hour)**

Assessing your Motivational and Working Patterns, Thinking and Communication Styles. Beforehand you complete our questionnaire via excel, google sheets or we post a hard copy. We reveal our interpretation and then use that data to engage in a dialogue with you – sharing our discoveries in the moment and uncovering the direction of your motivation, your frame of reference, your thinking and communication styles.