



Our programmes for Organisations and Companies

People Development & Team Working Module (2 Days; 4 to 12 people per group)

Below we have an introductory, two day module which is a perfect taster of our people development services and also potentially offers the start of a refined appraisal and people development system.

Each day is divided into four ninety minute parts.

Day 1: People Development Introduction

Pre-course preparation: Each participant completes a FIRO-B questionnaire at least one week prior to programme. Each person attending will have a small amount of reading to do.

The purpose of this day is

- To bring insight into the unique qualities of all the individuals who participate in the programme and how these attributes can be a resource rather than a limitation for the individual and organisation.
- To raise awareness of self and others in terms of their current interpersonal needs for involvement, influence and connection with people at work.
- To uncover the participant's motivational direction, frame of reference, thinking styles and strategic approaches in a workplace scenario.

Outputs from the day

- A summary profile report for each individual with a FIRO-B interpretation of interpersonal needs and profiling in the areas of Motivational Direction; Frame of Reference; and People and Task.
- Each participant receives a summary of what they bring and what their challenges are with the purpose of increasing effectiveness and satisfaction in the workplace.
- Each organisation receives the task outputs and trainer feedback regarding observations of organisational attributes and work culture.

P1: We run an observed, problem solving task and the trainer collects individual data through observation of participants in action. The trainer facilitates feedback and prompts discussions about what happened. Discussion of FIRO-B – what types of behaviour characterise the different interpersonal needs we have? Participants give their views on the expressed and wanted behaviour categories in reference to the pre-course reading, what they have just experienced and from their day to day encounters with others.

P2: FIRO-B – forecasting and reveal. Teams work in groups to fathom and forecast each other's FIRO-B numbers, necessarily investigating the meaning and behaviours of the needs being addressed.

Actual FIRO-B's are shared and each FIRO-B profile is discussed in relation with the others and what they might mean in terms of working style and approach to People and Task.

P3: Motivational patterns and our frame of reference; Towards or Away-From? Internal or External? Participants are engaged in an open Q&A and ultimately reveal their directional motivation and frame of reference. This can be a light-bulb moment for many with realisations about what gets us and others going and how we are deciding things.

P4: Using the Disney Circle in a final task, oriented to the organisation's business. Inspired by Robert Dilts interpretation of Walt Disney's working patterns and thinking styles.

Day 2: Working Styles & Connection with Colleagues

Pre-course preparation: Each participant completes a BELBIN questionnaire at least one week prior to programme. Each person attending will have a small amount of reading to do.

The purpose of this day is

- To bring insight into the specific team working qualities of all the individuals who participate in the programme and how they prefer to contribute to team working.
- To uncover the participants' representation systems and working patterns in the areas of Concept or Detail; and Options or Procedures.
- To fathom the strategic approach of individuals according to their enquiry preferences.
- To explore the learning levels and show how colleagues can connect at the level of values and purpose, regardless of individual styles and team working preferences.

Outputs from the day

- A summary profile report with the BELBIN interpretation, colleague and trainer observation data; plus a full profile of the individual working patterns, preferred representation systems and trainer interpretation with previous data.
- Each participant receives a suggested positive developmental path for working with others that can be implemented immediately with the purpose of achieving desired team working and organisational outcomes.
- Each organisation receives task outputs and trainer feedback regarding observations of organisational team working attributes and team work culture.

P1: BELBIN group exercise. The group is split in two smaller groups to discuss and agree the top two and bottom two team working roles from the BELBIN inventory for members of the other group. They do this by calling on their own experience of the people, the shared information of the FIRO-B profiles, the perceived motivational direction and frame of reference. Individuals make forecasts for themselves; then the trainer reveals their observation to date of each person and these are then compared with what the BELBIN report had suggested.

P2: VAK : Visual, Auditory, Kinaesthetic or Auditory Digital? Trainer facilitates a group exercise involving sensory deprivation and a speaking exercise to uncover the preferred representation systems of participants. Group explores what this means in terms of connecting with others.

P3: Why? What? How? What If? Groups are presented with a business proposal or organisational initiative (this could come from the organisation or sourced by the trainer) and challenged to ask questions as if they were a potential investor or stakeholder. From this exercise we uncover the enquiry preferences of individuals and participants see their instinctive mode of enquiry and the benefits of alternative styles. Participants look at how the enquiry preferences might relate to FIRO-B, Representation Systems and BELBIN preferences.

P4: The Learning Levels: What are the Learning Levels? – a group task. The trainer then facilitates a beliefs and values elicitation process across two groups – where they are challenged to create a hierarchy of values they can agree on. Results are compared and contrasted to achieve the learning outcomes.