



MANAGING SELF, STAFF & STAKEHOLDERS



Learn to be a more effective manager using the Myers Briggs Type Indicator

Duration: 1 day

Groups: 4 to 20 participants

Overview

The Myers Briggs Type Indicator (MBTI) is one of the most widely used instruments for understanding personality differences - differences that can be the source of much misunderstanding and miscommunication between people. This workshop will enable each participant to increase personal effectiveness through understanding their own and others' personal preferences. This understanding will help improve relationships with others and increase engagement and job satisfaction of participants and the colleagues around them.

Who Should Attend

This program is particularly suitable for those responsible for managing others (Project or Team Leaders, Managers and Executives).

Learning Objectives

By the end of this program, participants will be able to:

- Gain an appreciation of their personal preferences and how these may affect their management of data and people
- Recognize and appreciate differences with others, thus enhancing team relationships and reducing conflict
- Identify potential personal risk areas and strategies for overcoming them
- Recognize individual contributions to the team, thus increasing problem solving and creativity within the team
- Gain an ability to see things from other perspectives and an appreciation for diversity in what other profiles can bring in a working environment
- Gain an understanding of how to adapt their style to achieve better outcomes with their own team, peers, and other key stakeholders
- Develop strategies for influencing and overcoming objections.

What Attendees Can Expect

Participants will be equipped with the tools and techniques to:

- Understand the different factors and validation of self analysis (preferences)
- Identify personal strength and potential risks
- Predict other peoples' preferences and how to adapt style for better outcomes
- Create a team profile and undertaking a risk analysis
- Developing personal effectiveness strategies.

Program Outline

- Understanding MBTI
- Understanding personal preferences
- Using MBTI to influence – group and individual issues
- Team dynamics group and individual work
- Using MBTI to examine reactions to change
- Consolidating a personal action planning

Workshop Options

This program is available in two versions:

- GOLD - standard learning materials
- PLATINUM - limited tailoring of components to match the client's own business context and processes.

This program is typically tailored for each client and delivered on an in-house basis. This maximizes the program's relevance for the delegates and ensures the best possible return on investment.

Accreditation



This program is accredited by the Certification Service for Continuous Professional Development and carries the CPD kite mark. Tailoring of the program may require the resubmission of materials to the certification service.



Pilat Facilitators

Pilat consultants have extensive experience in facilitating sessions/workshops with groups, ranging from small teams to large group forums/strategy sessions.

This includes:

- Designing and facilitating leadership development workshops for a range of private and public organizations
- Teaching university post-graduate courses on managing change and organizational development
- Working with departments undergoing organizational change, enlisting employee input in developing their new structure and roles
- Facilitating action learning teams - ensuring that maximum learning takes place through looking at the process of the team
- Working with new teams to help them clarify their goals, roles and ways of working.

To help ensure that group meetings are effective in achieving their desired outcome, Pilat can help both with the design of the session(s), as well as their facilitation.

About Pilat

Pilat HR Solutions, founded in 1974, has dedicated over three decades to bringing rigor to HR, working with organizations to increase their employees' performance and to realize their true potential. We do this through our combined focus in three areas of specialism - Consulting, Technology and Data.

Clients who partner with us tell us that they value their experience of:

- Passion - "We will demonstrate a contagious passion for helping you achieve your business dreams; they will become our dreams."
- Ethics - "Honesty; no excuses; no blame. We will keep or exceed our promises; and the people who make them will be there with you!"
- Excellence - "Rigor in all we do. Based on our knowledge and experience, we will work together to deliver measurable excellence, nothing less."
- Best-fit - "We will partner with you to understand your precise requirements, and provide the best-fit solution - if we can't, we will point you toward others who can."

Additional information can be found at www.pilat.com.

To schedule an exploratory discussion with a member of our team, e-mail info@pilat.com or call (US office) +1 800 338 9701 or (UK office) +44 (0)20 8343 3433.

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