

DEVELOPING THE LEADER WITHIN

Linking career passion and work performance with business goals



"Building teams through self leadership"

Coaching and Team Development Program

Using the MBTI™ Step II

PROGRAM DESCRIPTION:

Developing the Leader Within honors differences among team members by recognizing their own and others natural talents and embracing skill development.

Using the Myers-Briggs Type Indicator™, individuals will learn about their own preferred work style and discover practical applications for improving communication, change management, problem-solving, team development and interpersonal management. The four-part program focuses on the stages of team building – Forming, Storming, Norming and Performing.

- Forming – Work Style Gifts and Differences
- Storming – Communication and Problem Solving Style
- Norming – Leadership and Team Development
- Performing – Continuous Improvement

OBJECTIVES:

Forming – Work Style Gifts and Differences

- Assess and understand participants' personality work styles
- Understand work style preferences by participating in exercises for each preference pair and/or subscales
- Identify personality work style strengths and development opportunities

Storming – Communication and Problem Solving Styles

- Analyze the advantages and disadvantages of participants' communication styles
- Practice communication and feedback skills with other work style types
- Improve work style decision-making by mastering the Z problem-solving method
- Analyze case studies and team-specific business decisions using the Z problem solving method

Norming – Leadership and Team Development

- Examine participants' leadership style strengths and development opportunities
- Understand team type preferences
- Participate in a teamwork dilemma utilizing all type preferences

Performing- Continuous Improvement

- Complete an individual improvement plan
- Complete a team development continuous improvement plan

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MATERIALS:

- MBTI Step Two Expanded Interpretive Report
- Introduction to Type in Organization workbook
- Enhancing Leadership Effectiveness (optional)
- Type and Coaching (Optional)

UNIQUE PROGRAM BENEFITS:

The team environment encourages, invites and thrives on diversity! This program will help you develop an understanding of the similarities and differences that work together to make you a more effective leader within your team. The Myers-Briggs Type Indicator Step II was selected because of its solid validity studies and documentation, research and application in international markets. It provides resources where people learn more about type, and an expanded report with organizational applications on problem-solving, communication, conflict and change management.

Through self-assessment interpretation, application exercises and case studies, participants will explore their own unique personality work styles and learn to appreciate the value of team member's work style. In today's relationship-driven market, individuals need to "learn how to create meaningful collaboration among individuals for a common purpose" (Pearman, 1998). Thus, anyone and everyone within an organization or team is a leader.

RECOMMENDED AUDIENCE:

All personnel who are members of an intact team or who have work functions involving building relationships with internal or external customers.

PROGRAM OPTIONS:

Two-hour Individual MBTI Step II Expanded interpretation and development coaching

Customized modules per customer's development needs

PROGRAM LENGTH:

Two full days or four half days

NUMBER OF PARTICIPANTS:

Maximum workshop size is 30 participants. Recommended two facilitators for workshops in bi-lingual environments.

