

Understanding Ourselves and Others Using Herrmann's Thinking Preferences

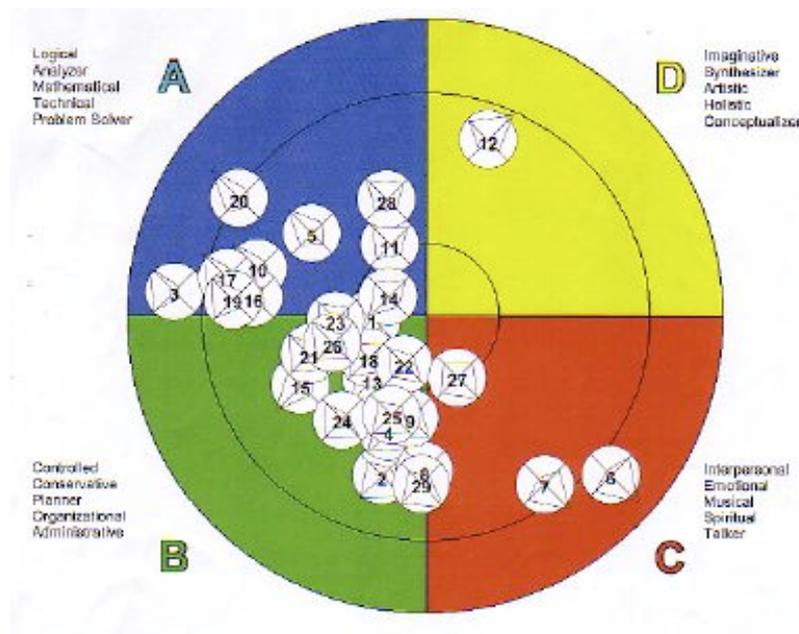
Herrmann's Thinking Preferences show that people think in fundamentally different ways and need to be led differently to get the best from them.

Content includes

- Profile each individual so they know their thinking preferences
- Each person understanding their strengths and how to play to them
- Profile team to get a profile map like the one below
- Understanding others, their needs and frustrations
- How to communicate more effectively to each type
- How to do better presentations to each type
- How to influence each type more successfully.

Why this is important

This module shows people are different. Treat them the same and you will get lukewarm results. Treat them special and you'll get magic!



"It's like looking at my relationships
under a microscope"
Satisfied client

Colour Your Staff

This module builds on the first module and shows how to use Herrmann on people who have not been profiled officially. It takes the guesswork out of understanding and communicating with your staff, your manager and customers. Herrmann shows that customers and staff on this planet come in four colours. 25% of people are in each colour. Each colour needs to be handled in a totally different way.

Content includes

How to achieve magic by matching the colour of your approach to the colour of your customers, your manager and staff.

Why this is important

Middles need to know that people are different from each other. If you treat everyone the same you will satisfy about a quarter of them and turnoff three-quarters.

Have you ever wished you knew exactly what your manager or your customers want and how to deal with them so they get it every time? Here is your answer.

Most managers think others want what they want; great managers know that others have different needs.



Become a Manager of Human Energy

Great middle managers develop human energy by tapping into its source: body, head, heart and soul.

Content includes

- What real leaders know that others don't
- Leadership behaviour that get results
- How to tap into energy sources
- How to get the best out of people
- How to match work with talents
- Leadership secrets.

Why this is important

This module provides information about what great managers do; but more importantly, it draws out great leadership accomplishments from each participant so they learn from each other and see themselves and each other in a more positive light. It will show that every person has been a leader at some time in their life. It will show the surprisingly simple things that irresistible leaders do that make such a difference. It's about developing human energy.



Confidence, Influence & Personal Power Day 2 Afternoon

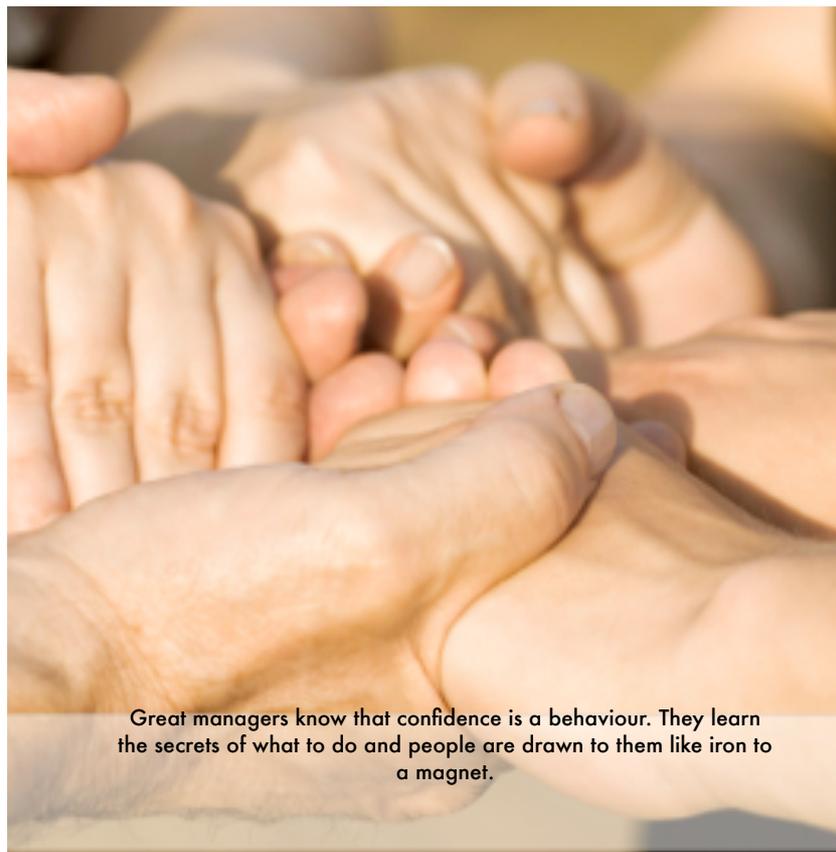
We tend to think that people we see as confident, influential and powerful were born that way. We don't understand that these people have just learned to behave in a different way. Behaviours that are accessible to all of us.

Content includes

- Examining the most influential person in your life
- Learning confident behaviours
- Understanding the power of words
- Developing your Confidence Plan
- Measuring your Personal Power.

Why this is important

All humans have a need for confidence. We are attracted to it without even knowing why. When confidence is like a magnet we call it personal power.



Great managers know that confidence is a behaviour. They learn the secrets of what to do and people are drawn to them like iron to a magnet.

Cooperation, Collaboration & Connectedness

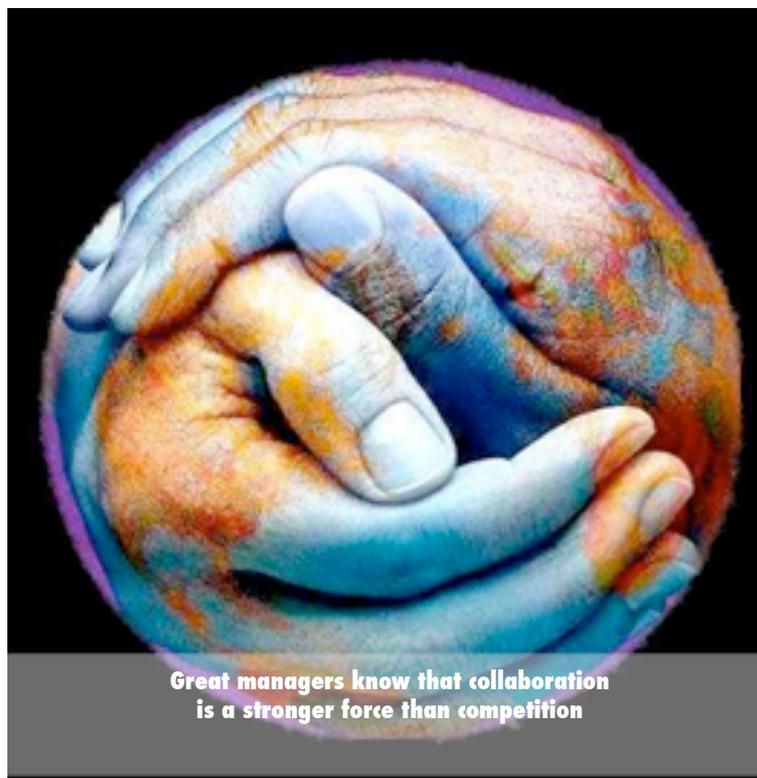
This module shows it's the space in between people that makes the most difference. Instead of seeing emptiness see emotions, vibrations, energy, trust, communication and memories.

Content includes

- Understanding the golden rules of relationships
- Developing a more positive world-view towards cooperation
- Discover how to remove barriers and silos that reduce connectedness
- Developing a Relationship Plan with individuals and groups that are important to us.

Why this is important

Cooperation is replacing competition and relationships are replacing hierarchy as the dominant organising principles. The success of middle managers depends on them working this way.



Networks in Business

Strong networks are vital to the success of middle managers, however, until recently the chances are they have been hit and miss.

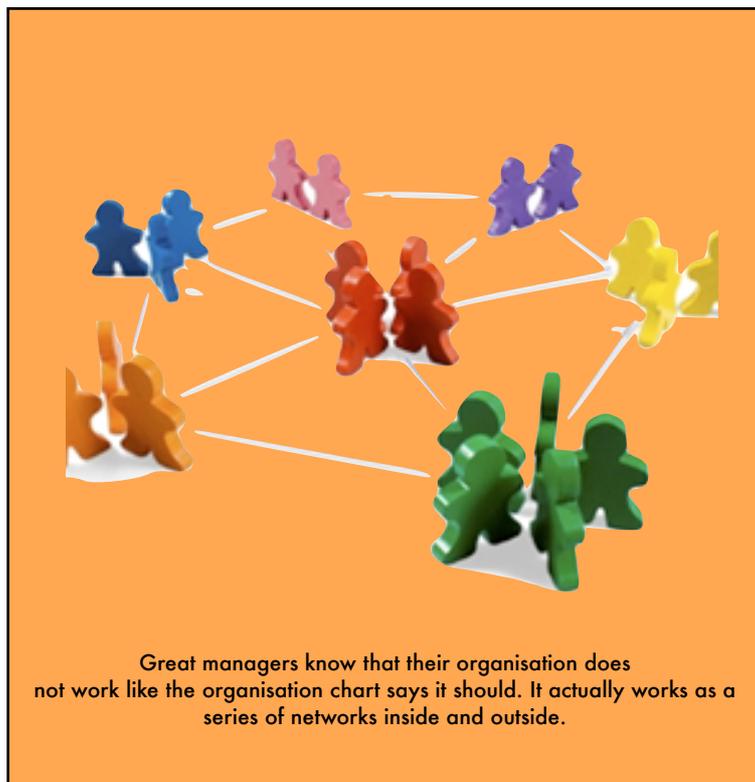
Content includes

- The golden rules of networking
- The laws of Small worlds and Weak ties, Metcalfe's law, the law of Connectors & the law of Proximity
- Building internal and external networks
- Your plan for stronger networks
- How to manage in a network.

Why this is important

Many managers assume they are managing an organisation chart (hierarchy), actually they are managing a series of living networks that respond to very differently from chart.

In the last 10 years a whole new science of networks has been developed. Most managers do not know about this and therefore miss out on a powerful new way of working.



Action Learning Groups & The Power of Questions

Research shows 99% of people on development programs make no permanent changes as a result. This Program is different. We set middle managers up in Action Learning Groups so they can support each other after the program has finished. It will therefore put you ahead of 99% of your peers. Questions are one of the most powerful but least used tools in business today.

Content includes

- How to setup and work together in an Action Learning Group
- Understanding how to learn from your peers at a far deeper level
- Discovering your preferred questioning response
- Practicing the use of asking powerful questions.

Why questions are important

Managers waste valuable time solving symptoms because they have not asked the questions to find the real problem. This is one of the 20 “breakthrough ideas” according to the Harvard Business Review.



Middle managers continue to learn from each other and give each other support well after the program is finished

My Personal Power Program

Execution. Review. Accountability.

Content includes

- My life purpose
- My central beliefs
- My 10 year priorities
- My 6 month commitments
- My Personal Monthly Monitoring Sheet
- Our group's 6 months commitments and monitoring sheet.

Why this is important

Each individual is different; each has different strengths to be developed, each has different weaknesses they need to find ways to cover. In this module each manager develops a Personal Power Program that they share with the group and with their manager so the benefits of the Program are built into the fabric of the organisation and has lasting benefits.

