

Relating for Results



The quality of the relationships amongst colleagues significantly contributes to the success or failure of an organization. Trust, collaboration and innovation flourish when employees work from their strengths, communicate openly and keep conflict in the productive zone.

Program Description

Relating for Results teaches participants how to create stronger, more productive, relationships by tapping into their emotional intelligence, a broad set of buildable competencies that are the highest predictors of success and overall well-being.

Workshop Objectives

During the session, participants will gain:

- A new language and understanding of the motives that drive behaviors when things are going well and when there is conflict.
- Understanding of the pros and cons of their “go to” strengths.
- Appreciation for their colleagues – what they want and why they want it.
- Insight into potential blind spots that may impact how they perceive and respond to situations.
- Techniques for preventing and managing unproductive conflict.
- Practice in communicating in ways that positively influence others to achieve desired outcomes.
- Increased emotional intelligence – more “people smarts”.

Prior to training participants complete the Strength Deployment Inventory (SDI) ®, a suite of online assessments that have been used by corporations large and small across the globe for the last 30 years.

Program Schedule

For maximum learning we recommend the content be delivered over three ½ day sessions. We work with clients to customize the schedule to meet their needs.

Module 1: Motives and Values

Module 2: Understanding and Using Strengths

Module 3: Preventing and Managing Conflict

Getting Started

Prior to the workshop we will conduct an introductory meeting to understand your requirements. Our goal is to integrate topics into the workshop that are relevant to your specific situation.

GROUP SIZE

The interactive, experiential learning format is ideally suited for groups of 10 – 35.

PARTICIPANT PROFILE

Executive Teams
Mid-Level Leaders
Managers and Supervisors
Non-Profit Boards
Cross-Functional Teams
High Potential Employees
Sales Teams

Any group from organizations that view continuous learning and employee development as a strategic advantage.

INDUSTRY EXPERIENCE

High-Tech
Manufacturing
Consumer Goods
Financial Services
Professional Services
Higher Education
College Athletics

MAKING IT STICK

Creating a “Relating for Results” culture takes commitment.

Our clients find that one-on-one coaching for leaders is an effective way to reinforce the concepts, create action plans and provide accountability.