

Conscious Choice



Self-Awareness and growing as a leader

Knowing own strengths and development areas in order to consciously choose how to leverage innate skills and achieve the impact I want to make.

Personal
Feedback &
Coaching
Process

Objectives



- Create the conditions for more effective engagement through how I behave as a leader.
- Provide an opportunity for confidential leadership introspection facilitated by an expert coach to establish:
 - A clear perspective on own strengths.
 - Identification of potential development areas, my preferred behaviour, and the impact my leadership behaviour creates.
- Create a personal strategy for leveraging my strengths and identifying tactics for moderating my weaknesses from a position of deeper self knowledge.

Benefits

- Leading from afar or remotely may require us to adopt a quite different approach to how we behave as a leader to be effective. This process will help the leader identify what may need to change and how.
- Greater self awareness of own leadership behaviour and it's impact and a personal plan for becoming even more effective as a leader.
- For those in a senior leadership role, create a powerful symbol for the whole organisation of the importance of leadership behaviour and engagement for the success of the business.
- Inspiring similar leadership development thinking and action throughout the organisation.



Process

1. Gather relevant feedback items – Employee Survey Reports, Feedback Instruments completed, etc. and share with coach/facilitator.
2. Complete a leading, insightful behaviour inventory that provides personalised feedback.
3. De-brief and review together with other feedback items supported by expert coach.
4. Develop personal leadership assessment – strengths and potential areas for development.
5. Develop personal action plan and review with coach.

Harrison Assessments – Behavioural Preference Inventory that provides personalised feedback

- Overview

- Harrison Assessments has been developed by Dan Harrison, a psychologist and mathematician, with the aim of being the best global provider of assessment analytics for recruitment, selection, development, promotion and talent management.
- Having been extensively researched and developed in the 1990's Harrison Assessment applications are now widely used in Asia, North America and Europe.
- In completing the Harrison Assessments Smart Questionnaire on line in 30 minutes the individual has access to a wealth of personal feedback. It can achieve in 30 minutes what would otherwise require a two day assessment centre.

- Benefits

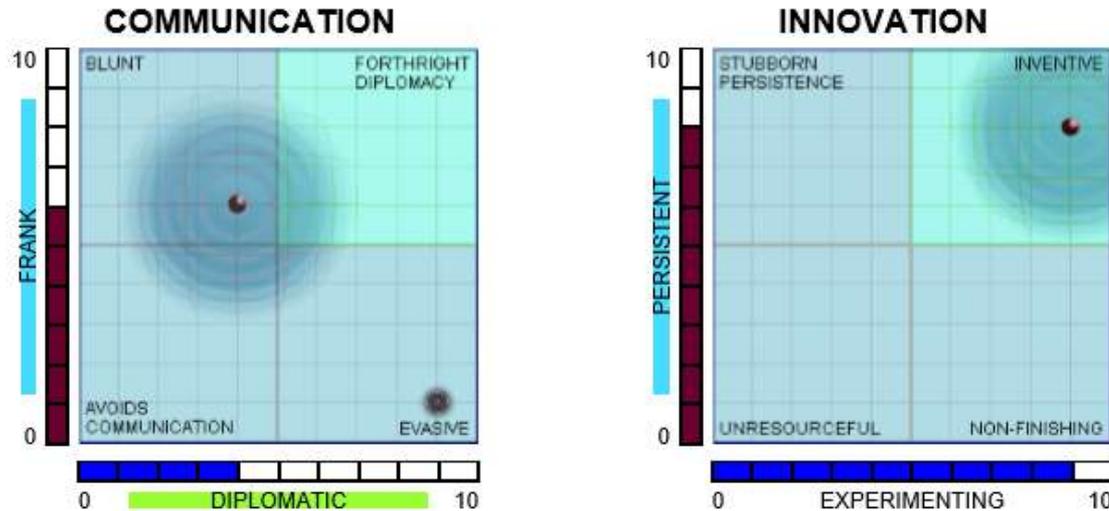
- The personal data will be provided in two reports which provide:
 - Valuable insight and understanding of life themes and core needs as well as behaviours to which the person has a preference not to do.
 - Insight into the individuals potential to de-rail under stress in 12 key work situations and what they may require to develop to achieve more effective behaviour in practice.
 - An overview of strengths and development areas.
 - The Harrison accredited professional will help the individual to understand the implications of their data.
- This process will provide enhanced self awareness including insight into potential blind spots and things that can derail the person under stress.
- It opens the door to discussing sensitive issues that otherwise may be difficult to address with the person. The reports, listing the person's own feedback, provide a vehicle for discussing behaviour and its implications/impact in a non threatening way.
- It will also provide suggestions on what behaviour might be worked on to achieve a better personal impact.

- Application

- The instrument will be used to provide valuable individual feedback to contribute to the personal coaching process.
- It can also be used to provide confidential team insight on the impact on team performance of the collective behaviours.

Harrison Glimpse – Paradox Theory

Dan Harrison invented paradox theory. It states that two seemingly opposite or paradoxical traits can actually be synergistic and that dependence on one without the other can cause one to be ineffective in some significant situations.



Here are examples of two paradoxes. In the Communication Paradox this person will come across as predominantly frank most of the time which is fine when that behaviour fits the situation. However the person may be ineffective when a more diplomatic approach is called for. We can also see that under stress this person may likely exhibit an evasive behaviour, not being skilled in the use of diplomacy as a behaviour the person may avoid saying what he/she thinks or may consider they have said enough. While in the Innovation Paradox this person shows balanced versatility being able to draw on both behaviours in different situations. Each person receives a report of 12 work related situations in the Paradox Report.

PPI Approach & Methodology

- **People have conscious choice on what they learn.** They need to understand and be persuaded by “why” if they are to change established ways of doing things.
- **Adults already have a lot of experience and knowledge** so it is important to tap into this and help them identify what to unlearn and what to learn.
- **An interactive approach is necessary to facilitate this happening.** The trainer is a facilitator not necessarily the expert. Learning happens from colleagues as much as from the trainer and the situation.
- **The model we follow** in design is experience, reflection, action planning, implementing, review and further action planning.



Our Global Team in Numbers



18

Total
languages
spoken

25

Average
years of
work
experience

20+

Facilitators
& Coaches