

The Way Forward – Two day workshop for leaders and aspirant leaders

Overview:

‘The Way Forward’ is a workshop designed for professionals who want to make informed decisions about their career development. Critical ingredients in such decision-making are an understanding of ‘self’ and the development of confidence about the direction one wishes to take.

The goal of this two-day, structured workshop is the development within the participants of an understanding of their own unique abilities, motivations, skills, attitudes and ambitions. Facilitation takes place in a group format but the understandings and insights are personal. The level of disclosure and confidentiality of information is personally determined by each participant.

Who can participate?

To date this workshop has been used by Principals as part of their formative development strategy and planning. However, it can be easily adapted to provide insights for any group of professionals who are seeking to better utilise their skills to meet the demands of the environment in which they work.

Evidence base:

Each of the psychometric instruments used in this workshop have been shown through research to be valid and reliable in measuring the constructs that they purport to measure. The organisational leadership literature and the career development literature suggests that success at work for any individual starts with having a good understanding of their own personality, capacities, interests and values and then understanding how these are aligned with the demands of their job. The evidence is clear, where there is a misalignment, high levels of stress result.

How the program will be structured:

To assist the participants in identifying the best ‘way forward’, a number of questionnaires, inventories and exercises are used to enhance personal understanding. The process used allows participants’ profiles to remain confidential to themselves only.

These instruments and exercises are described below.

1. The Personal Style Indicator (PSI)

This instrument is designed to assist people to develop a better understanding of self and of others. Improved relationships, communication and productivity can result from gaining such an understanding. The information also helps with job orientation, performance improvement and career planning. The exercise will result in a personal style profile and an understanding of how personal style dimensions relate to work.

The outcome of this exercise is a needs profile which may reveal to participants aspects of their work motivation that should be considered when planning their future.

2. The 15 FQ+ (Fifteen Factor Questionnaire)

This instrument is a normative personality assessment which relates Cattell’s personality dimensions

directly to the workplace. In addition it assess a number of criterion measures such as Emotional Intelligence, Team Role, Management and Subordinate styles and 'attitude to work'. It is used extensively in the international business environment by organizational psychologists.

Participants receive a comprehensive report from an external provider detailing the results of this instrument.

4. EQ-i 2.0 (Model of Emotional Intelligence.)

Emotional Intelligence is a set of emotional and social skills that collectively establish how well we:

- Perceive and express ourselves
- Develop and maintain social relationships
- Cope with challenges
- Use emotional information in an effective and meaningful way

EQ-I 2.0 is not a performance test to measure potential for performing well in a selected skill but it helps identify potential difficulties or success we may have in coping with environmental demands. It also gives us a snapshot of overall wellbeing.

5. Motivation Skills and Values

Being able to clearly identify one's personal work values plays a key role in achieving career satisfaction. The Values Card Sort provides a quick and easy way to clarify what participant's want in a career. The Motivation Skills Card Sort helps determine which of the many skills participants possess are motivational, which cause frustration, which need to be further developed and which should be avoided.

The outcome of this exercise is a hierarchy of values and of skills that will allow participants to have greater confidence in future decision-making.

6. Workshop Activities

A variety of additional workshop activities are used to engage participants in meaningful discussion on issues relating to personal development, such as:

- Identifying your Blind Spots
- Time management
- Work/Life Balance
- Catholic Education in a changing world.

What is expected of participants:

Participants will be expected to:

Complete all the surveys prior to the workshop.

- Engage actively in the various workshop activities.
- Develop their own Formative Development Plan.
- Demonstrate respect for the views and feelings of other participants.
- Maintain confidentiality
- Follow through with individual commitments.

What can be expected of the presenter:

- A well-structured, professionally presented workshop.
- Complete confidentiality of all survey results and any discussions relating to personal matters.
- Follow-up discussions/coaching for those participants who choose to make use of on-going support.

Endorsed

Leigh Mitchell