

Value based Management

Applying Personal values to great management

Everybody has values. What are they? Think of them as guiding principles to individuals and organisations.

This workshop will look at eliciting both the group and the individual's values with a view to bringing them into alignment. Money itself is not a value, what money provides is the actual value.

Delegates will be involved in an individual values elicitation exercise including a self scoring questionnaire. Values are established in an order of preference and shown in a valued ordering matrix (see below)

Item	Value	Comparison								10	Total Points
		2	3	4	5	6	7	8	9		
1	SERVICE	②	③	①	⑤	⑥	①	①	⑨	⑩	3
2	OPENNESS		②	②	②	②	②	⑧	⑨	⑩	6
3	TEAM WORK			③	⑤	⑥	⑦	⑧	⑨	⑩	2
4	FUN				④	⑥	⑦	⑧	⑨	⑩	1
5	CREATIVITY					⑥	⑦	⑤	⑤	⑩	4
6	FLEXIBILITY						⑤	⑤	⑥	⑩	7
7	PROFESSIONALISM							⑦	⑦	⑩	5
8	ACCOUNTABILITY								⑨	⑩	3
9	SUPPORT									⑩	5
10	GROWTH										9

Delegates will learn to understand what is *really* important to their team members develop strategies to help motivate, support and challenge them.

Outcomes

- Elicit individual values
- Analyse individual competencies
- Establish value gaps & synergies
- Action plans to drive improvement

Christopher M Smith D.Hyp MHF GQHP L.C.H Dip



Chris Smith has been listed as one of the Daily Telegraph's Top 10 Development Gurus. He is a London based professional coach, trainer and Master Practitioner of Neuro Linguistic Programming (NLP), with clinics in Harley Street.

8 years ago, Chris has built an enviable reputation as a talented coach, who is passionate about helping people to make amazing changes in their lives. His corporate clients have included: - Bank of Scotland, HIFX Plc, MBNA, Swarovski and Time Warner. Chris has also worked with a number of high profile actors, musicians, business gurus and celebrities.

Chris now helps people to transform their lives in business and on a 1:1 and group basis. He is a mentor trainer and coach for one of the UK's leading Life Coaching training organisations (Achievement Specialists Limited) and regularly presents and delivers training programmes alongside Curly Martin, International Author of the best selling 'The Life Coaching Handbook'

Communication and Influence

This final workshop is designed to give delegates some key communication and interpersonal tools to take away with them into the workplace and communicate what has been learnt.

Johari Window

Delegates will be introduced to Johari's window a tools to help individuals understand their interpersonal styles. The tool incorporates a series of questions which give directors the opportunity to understand the impact they have on others and themselves. An example of the Johari window can be seen to the right with the four 'rooms' of self awareness and communication.

		Known to self	Not known to self
Known to others		Arena	Blind Spot
Not Known to Others		Façade	Unknown

Delegates will also be introduced to the GROW model for coaching. This

model, created by John Whitmore, is the key approach that underpins most coaching interventions, it is also widely accepted within the business community as the fundamental coaching skills tool.

By developing an understanding of GROW focus will be placed on individual accountability and improved coaching skills.

Following their introduction to the GROW model managers will be capable of holding coaching conversations with their employees as soon as they leave the workshop.

GROW Model

- G** – Goal
- R** – Reality
- O** – Obstacles
- W** – Way Forward

Outcomes for Workshop 4

- Use Johari's Window to increase individual's awareness of self, and how others see them
- Introduce Sir John Whitmore's GROW model as a framework for coaching
- Demonstrate co-coaching
- Use on-going co-coaching as a means of implementing layers of accountability

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