

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

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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'