

Does your organisation have the

LEADERS and **LEADERSHIP** needed?



Research-based | Experience-tested | Validated

PROGRAMMES AVAILABLE

SELF OPTIMISATION PROGRAMME

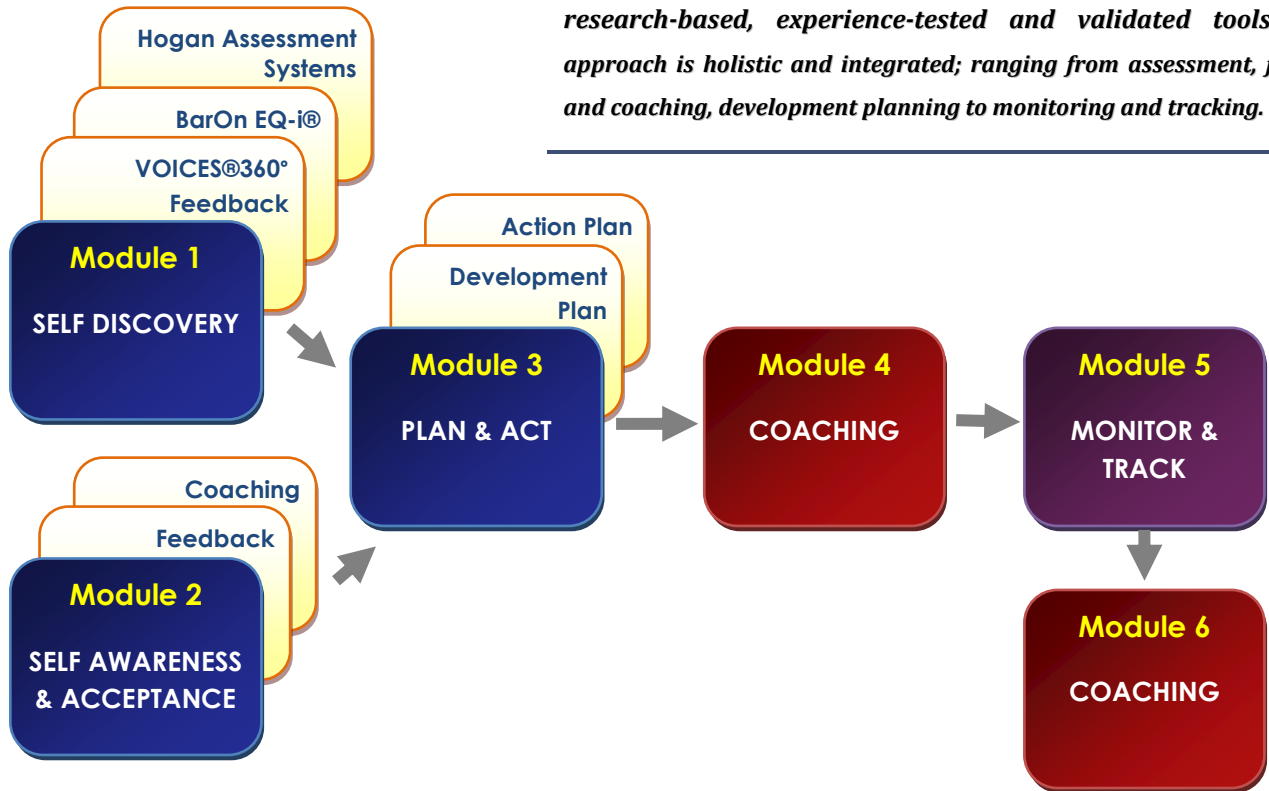
TOOLS & CONCEPTS



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We use **Lominger, Hogan Assessment Systems and BarOn EQ-i®** 's research-based, experience-tested and validated tools. Our approach is holistic and integrated; ranging from assessment, feedback and coaching, development planning to monitoring and tracking.

MODULE 1	SELF DISCOVERY
APPROACH:	Multi-rater and/or self assessment. One or a combination of tools can be used
TOOLS:	VOICES® 360° Feedback survey, Hogan Assessment Systems (predicts performance, derailers and motivation) and BarOn EQ-i® (EQ assessment)
MODULE 2	SELF AWARENESS AND ACCEPTANCE
APPROACH:	One-on-one feedback based on reports
MODULE 3	PLAN AND ACT
APPROACH:	One-on-one coaching for individual action and development plan discussion
TOOLS:	FYI for Your Improvement 4 th Edition Book, Broadband Talent Management: Paths to Improvement, Hogan Development Tips, BarOn EQ-i® Development Tips
MODULE 4	MONITOR & TRACK
APPROACH:	Track development and on-the-job observation
TOOLS:	Interviews with frequent interactants
MODULE 5	COACHING
APPROACH:	One-on-one coaching for individual development and optimization of performance and potential.
TOOLS:	Lominger's ABC of Coaching Model or 7Cs of Coaching (<i>depending on who is the Coach</i>)