

In This Issue

Cutting Edge CPD -
Friday 18 July 2008

A stimulating day which is both
educative and a networking
opportunity

Join us and take a fresh perspective...

*"That was both
thought-provoking
and useful" ...*



Interested? Read on...

"That was both thought-provoking and useful"... that's what we hope you will say when you join us for a day to explore new ideas in Leadership, Coaching, Personal Development, Selection, Personality and Psychometrics. We will be combining presentations with discussions and workshops to share some of the latest thinking in this area.

As a valuable bonus we are also offering a 'completion' workshop to those who have not completed their BPS accreditation – an ideal opportunity to get back on track towards gaining your certificate.

Programme:

- 09.15 Welcome and introductions
- 09.45 Trends in developing people, ideas in leadership and coaching
- 10.45 Coffee
- 11.00 Parallel sessions
- 11.45 Parallel sessions
- 12.30 Lunch
- 13.15 Parallel sessions, completion workshops, networking forum
- 16.00 Close

The format for the parallel sessions has not been finalised as we wish to make them as useful as possible. We would therefore like feedback on:

- your interest in the day and whether you would like to attend;
- which sessions hold most interest for you (to give us your feedback use the table at the bottom of the page).

Parallel sessions:

1. **Trends in Psychometrics (led by Roy Childs):** This session will go beyond the current psychometric 'paradigm'. Is it time to recognise some of the false assumptions, market pressures and limitations surrounding the psychometric enterprise? Can we really 'job-match' using personality questionnaires? Is the whole concept of personality profiling misconceived? Are large norm groups necessarily a badge of quality? Can the rigours of psychometrics lead to poorer rather than better measurement? How do you choose which questionnaires to use? If you want to develop your critical faculties, but do not want to 'throw the baby out with the bath water', then this session will stimulate and provoke you.
2. **Exploring the Dark Side and Defensiveness (led by Martin Woods):** Arguably the most important asset to an organisation is no longer 'the people' nor even 'the right people' but 'how the right people work together' – a concept we are calling 'Relational Capital'. This session will explore the greatest threat to relational capital – emotional defensiveness. Since we all get defensive it is important to understand it, acknowledge it and recognise that there is nothing that destroys relational capital more quickly. In fact, many of the problems facing organisations can be traced to issues of relationships and defensiveness. This session looks at the Hogan Development Survey (HDS) and its use in describing how people get defensive, and at FIRO, and the ways in which it helps us to understand why they do.
3. **Turbo-charging Type (led by Richard Stone):** Psychological Type has become ubiquitous. It is one of the most popular approaches for introducing the concept of difference and for helping people understand themselves and others. However, as with so many areas, its strength is also its weakness. This session will explore why Type Theory is so useful and what can be done to avoid the pitfalls. This will be linked to the Jungian concept of individuation – the forerunner to the concept of self-actualisation - often attributed to

Abraham Maslow. Come to this session if you want to know why Maslow realised, near the end of his life, that self-actualisation was not the highest point in his hierarchy of needs, and why Carl Jung can be seen as the true father of the humanist tradition.

4. **Making Sense of Test Results (led by Mark Parkinson):** Managing large numbers of applicants in recruitment is time-consuming and not always efficient. If you want to implement best practice more efficiently then this session will enable you to discuss the issues and learn about PRISM – a new piece of analysis software designed to make the comparison of test scores much easier. Explore ideas for combining scores, setting cut-offs, rank ordering and short-listing whilst giving due consideration to the reliability and validity of tests and questionnaires.
5. **Redefining Leadership & Emotional Intelligence (led by Roy Childs):** We face a crisis of leadership across the globe. We recognise this in our politicians and increasingly in our business leaders. We need more understanding of what leadership is, how leaders get people to follow them, and where our leaders are taking us. The latest influence on this area has been called 'Emotional Intelligence' – a useful concept, but one which suffers from being too broad and superficial. This session will explore how the area can be deconstructed, redefined and clarified. It will use a nine box model for mapping the domain using three core 'intelligences' – emotional (redefined), relational and situational.
6. **BPS Completion Workshops:** Many of our clients have started their training in psychometrics but found it hard to complete the post-course work. These workshops are designed to help you get restarted – to provide a supportive forum for reviewing, explaining, 'unblocking' and getting to grips with any outstanding exercises or assignments.

Cutting Edge CPD

will be held in Maidenhead

on Friday 18 July 2008

(at a cost of £95 to cover costs of materials, lunch and refreshments).

TO REPLY TO TEAM FOCUS

Please complete the options below

*and **faxback** to **01628 626264***

(alternatively call Gillian Cross on 01628 637338 or email gillian.cross@teamfocus.co.uk)

FROM: _____ PRINT NAME: _____

COMPANY: _____ TEL. NO.: _____

Please delete as appropriate:

- *Yes - I would like to book a place*
- *Yes - although I am not yet ready to book and would like to discuss further*
- *No - I am not interested in this event*

Feedback

Please allocate 12 points between the 6 parallel sessions to indicate your interest

1. Trends in Psychometrics	
2. Exploring the Dark Side and Defensiveness	
3. Turbo-charging Type	
4. Making Sense of Test Results	
5. Redefining Leadership & Emotional Intelligence	
6. BPS Completion Workshops	



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