

One-day Masterclass using HDS in teams

Continuing Professional Development



The process used in the Masterclass mirrors, in the main, the process to be used when working with teams in a live event. So, participants will benefit from new knowledge and the experiential element, increasing the likelihood of retaining their new learning.

PURPOSE:

To develop a capability to use HDS with senior teams in service of:

- developing open relationships
- dealing with conflicts in the team
- enhancing openness and...
- developing dialogue as the key medium of communication

OUTCOMES:

At the end of the masterclass, participants will:

- have a deeper level of understanding of HDS, the “Dark Side” and defences
- have had the opportunity to participate in the process they will become qualified to deliver themselves
- know how to relate the HDS to a team
- understand how to engage individuals in the team to reveal their results and the meaning behind them
- practice increased openness and vulnerability with a view to developing trust
- know the key questions to ask to enhance whole team engagement
- link the work to current team experience around goal achievement
- experience working with more openness on real work challenges and developments

PROCESS:

- Individual check in
- Paired working on own defences – what I experience when I need to defend (beginning to reveal more and be open)
- HDS – a reminder of the model
- Questions
- My HDS results – a reveal of my high scores, their relevance to me and how they help/hinder me – real examples. (Further practice of openness and personal vulnerability)
- Linking HDS results of the team to current experience of team working
- Identifying opportunities for change and improvement in the way the team function
- Contracting on agreed changes
- Keeping the changes alive
- Check Out

Next masterclass: 15 December 2008 @ £495 + VAT