

BUILDING EFFECTIVE TEAMS WORKSHOP

TotalSDI provides 8 valid and reliable assessment tools that help individuals and teams develop the awareness and skills they need to build more effective personal and professional relationships. It helps them sustain those relationships by understanding the underlying motivations of themselves and others under two conditions – when things are going well and when there is conflict. This approach helps people recognize they are free to choose behaviors that accommodate their values, while also considering the values of others. These tools provide valuable information in the areas of talent assessment, coaching, 360-feedback, team effectiveness and conflict management.

Famed psychologist Dr. Elias Porter created the Strength Deployment Inventory (SDI) and developed the Relationship Awareness Theory which has 4 main premises:

1. Behavior is driven by motives
2. Motives change in conflict
3. Strengths can be overdone
4. Filters influence perception

One thing that distinguishes TotalSDI from many other assessment tools is that its usefulness applies in changing situations when the stakes are high. It provides a framework for understanding motivations when things are going well and when important relationships slide into conflict. The common, friendly language helps create a safe environment for people to talk about the challenges they face with their interpersonal relationships.

The Building Effective Teams Workshop uses 3 of the TotalSDI assessment tools to improve working relationships within and between teams. Specifically, participants to the workshop will:

1. Understand the motives and values that drive their behavior under 2 conditions: when things are going well and when faced with conflict;
2. Learn about each other's productive strengths and how to leverage these to achieve better results, and
3. Learn how to avoid misusing these strengths and prevent these from becoming counterproductive.

The standard workshop is designed for one and a half days with a maximum of 20 participants. It makes use of the following assessments: Strength Deployment Inventory (SDI), Strengths Portrait (SP) and the Overdone Strengths Portrait (OSP). The workshop can be compressed to a one-day version.

A half-day version is also available based on the SDI tool. This module can be integrated as part of a broader organization or team learning event.

POWERinU has facilitators certified by Personal Strengths Publishing, Inc. to conduct this workshop. Use of the TotalSDI assessments is included in the workshop fee.

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