



High Performing Habits



Top Right

A 2-day intervention that will develop new habits and practices in individuals and teams who want to be more effective at work.

Imagine what would be possible if: Individuals and teams were to arrive at work willing, able and allowed to take complete accountability for their own motivation

- Individuals and teams who have the skills to know how to be pro-active and creative about their work
- Individuals and teams who have a desire to make a meaningful contribution to the business
- Individuals and teams who have an acute awareness of what makes the business more competitive
- Individuals and teams who are accountable, effective and resilient

And imagine that a tipping point is reached whereby these behaviours become the new norm.

DATES

6 & 7 June 2013

TIME

08h30 – 16h30

VENUE

No 15 Beaufort avenue; c/o Norfolk avenue; Craighall Park

COST

R4 500 - (R4 000 early bird special for enrollment by 30 April. Please enquire about rates for groups of three or more)

COURSE MATERIAL

Each participant receives an electronic copy of two book extracts as pre-reading as well as a printed (or electronic copy) of the workbook

OTHER

For applications, more information, full profiles, customization options or other programmes, please contact:

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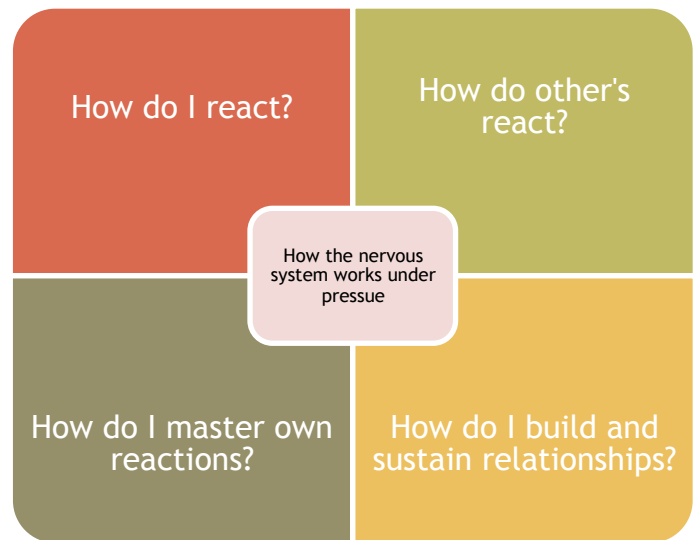
E: jackiew@mweb.co.za



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This intervention is aimed at individuals and teams who find that at a personal level they:

- Experience or provoke inappropriate reactions in others
- Get caught up in politics
- Have to drag themselves to work
- Find it difficult to delegate or are not delegated to
- Find that they have to pick others up or are waiting for someone to pick them up
- Think that the team is still pulling in different directions
- Feel overwhelmed
- Are unable or uninspired to deliver
- Blame others or feel blamed
- Lack confidence and trust in others and feel that others have low confidence and trust in them
- Struggle to give, solicit or receive feedback
- Stumble over the same issues over and over again
- Have no time to build relationships
- Lack innovative ideas



The antidote is skill, including:

- Awareness and knowledge about how our nervous system works under stress
- Awareness of what general (and unique) events trigger stress in our nervous systems
- Habits that will help avoid getting derailed
- Habits that helps us regain our balance when we have been derailed
- The ability to spot tell tale signs of when others are getting derailed
- The ability to see ourselves as our team sees us and how we may help or hinder the team
- Habits that will bring a team back from being derailed
- Habits to get the most out of every interaction in the team

In short, the habits that builds high performing teams



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What makes this intervention more effective?

Traditional EQ interventions tend to focus on the current level of EQ of each delegate. They frequently stress the value of developing EQ (especially empathy) without focusing on the practical habits that the delegates need to have to develop EQ and other skills e.g. taking (and holding others) accountable and the ability to give and receive feedback. These interventions emphasise knowledge transfer but don't take into account:

- The practicality of building new habits so that they are entrenched and available in challenging circumstances
- The teams current level of skill and burning needs

Unfortunately this doesn't help individuals when they have 'lost their cool' with a colleague or a client and cannot see the possibility of working together again, never mind giving or receiving feedback!

Traditional EQ interventions:

- Don't benefit individuals and teams who are already high performing but want to sharpen a specific skill
- Don't practically build new habits
- Don't focus on building skills such as feedback skills and conversations for accountability
- Don't allow team members the opportunity to practice their new skills before returning to the office. Although the team might have been enthusiastic about what they learnt, they rarely implement the skills back at work.
- Have a shotgun approach and don't help team members identify the 1 or 2 personal priorities that will give them and the team the most benefit.
- Don't provide an tangible action plan to which the team members are held accountable

One on one coaching is effective at embedding personal development and a proven way to ramp up the Return on Investment of a learning intervention. Unfortunately one on one coaching is expensive and is rarely rolled out beyond executive team level. In addition leadership is inherently social, which makes learning in a group context a more relevant and rich experience. Without the benefit of continuous feedback from the group, individual coaching can take far longer to build new capabilities.

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The key to ensuring that the individual consistently reacts brilliantly in every interaction requires a combination of knowledge, skill and habit. Team members need to:

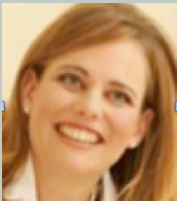
- Understand how the brain and nervous system works under pressure
- Identify their priority areas of focus, the one or two habits that will give the team the biggest bang for their buck
- Build new skills and habits so that they have access to better ways of working when they face challenges
- Practice, practise, practise the new skills
- Hold and be held accountable for consistently using their new habits



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Why us?



Jackie Wilken is unable to take a shortcut when it comes to basing material on sound and current research and translating that into relevant, practical tools. She serves as a faculty member at GIBS's Department of Personal & Applied Learning and is endlessly fascinated with learning in a group context.



Penny Castle does not believe development has to be dour to be impactful. She won't offer anything to delegates that she doesn't believe will give them massive practical benefit.

Together we:

- Have a deep understanding of the fields of Integral coaching, Positive psychology and Neuroscience
- Translate these sciences into plain, practical language so that high performing teams can benefit from the latest research and knowledge in the field
- Adapt theoretical knowledge into the practical techniques that high performing teams can actually use
- Set delegates up to start practicing their new habits straight away
- Provide a systemic approach so that team members can coach their colleagues in the new skills
- Make it easy for team members to relate so that they can feel safe enough to learn
- Have a proven track record that these skills are completely trainable at every level

We know that salary bills are expensive and are acutely aware of the opportunity costs of not getting a full return on investment in people. Getting the most out of your people isn't as straightforward as demanding more effort. We combine our knowledge of EQ, learning, coaching, science and technology to ensure that your team can benefit quickly and effectively.