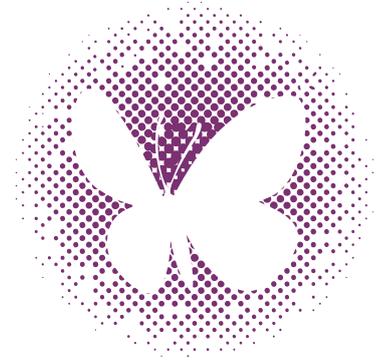


The Cultural Change Company



Mastering Collaborative Team Working Skills

Engaging and developing collaborative talent
for a prosperous future

Introduction

At the Cultural Change Company we have developed an exciting new learning project called 'Mastering Collaborative Team Working Skills'. This course aims to work with emerging leadership talent to share our soft skills methodologies thus enabling career professionals to enjoy an open and engaging individual and group learning experience. The course techniques are based upon the principles of 'Collaborative Catalysts' which enable the rapid development of collaborative habits and associated skills.

Tomorrow You Set Out to Meet The Best Version of You

Mastering Collaborative Team Working Skills provides what we believe is an incredibly powerful methodology for aligning the goals and aspirations of individuals with those of the organisation. We will introduce participants to personal and group development strategies that will help them maximise their potential as successful collaborators.

Who Is This Course For?

This course is ideal for emerging leadership talent who are seeking to engage their stakeholders behind their vision and mission. This course is also perfect for service leaders seeking to revitalise their teams; managers and HR professionals in ambitious organisations keen to get the best from their people and who want to discover cutting edge stakeholder engagement methods currently evolving at the University of California Santa Cruz and sweeping through Silicon Valley.





Your Principal Trainer Dr David Potter

Your principal trainer will be Dr David Potter, who holds both an MBA and a PhD in Organisational Change. David is also a Master NLP Practitioner and Trainer; he learned his craft with Robert Dilts, one of the founders of the global NLP movement at the University of California, Santa Cruz. David will work with participants throughout the course as their 'self-belief coach' to enable them to build the best version of themselves.

Delivery Period

This course is modular and so it may be delivered over one continuous block of three days, or it may be spread over 6 to 9 months with participants completing each module with 10 to 12 weeks interludes. Both approaches have distinct advantages. The first enables total immersion in the learning process and the rapid establishment of a unique team learning culture that acts as the archetype for the organisation. The latter ensures that the topic of collaborative working as a valued skill set synonymous with the clients culture is established as an interactive thread that runs throughout the staff teams.

By bringing all the participants together for three separate modules we maintain a strong focus upon collaborative working skills and allow the participants time to master the learnings, put these into daily practice and provide feed-back in terms of their reflective experience to the senior leadership team.

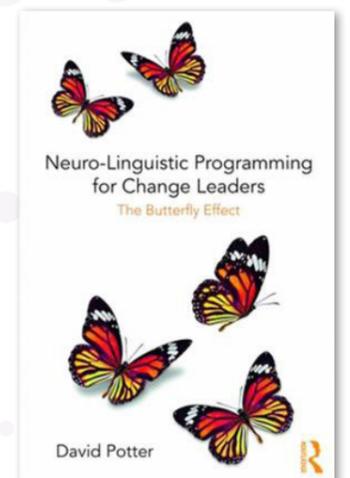
We Invite You to Be Curious

We invite you to be curious and explore with us this innovative programme. Mastering Collaborative Team Working Skills is a very practical course that aims to align the vision and mission of key stakeholders with their groups social and cultural dynamics for a better future. This course is an innovative, theoretically informed; yet highly practical programme which introduces participants to cutting edge social strategies rooted in behavioural science that will significantly improve upon their relationship management skills. The purpose of the course is to provide participants with 'social strategies' for establishing both friendships and productive relationships in any aspect of their lives and, in business.

Recent Publications

With Professor James McCalman, Head of the Centre for Strategy and Leadership at the University of Portsmouth, formerly MD of Sotheby's Institute of Art, David co-authored 'Leading Cultural Change: The Theory and Practice of Successful Organizational Transformation'.

David also authored 'Neuro Linguistic Programming for Change Leaders;' addressing the soft leadership skills required to engage with stakeholders during cultural change.



Course Structure

This is a three-day programme which explores three core modules:

Building a Model of Rapport

Rapport is the glue that binds relationships together. In the absence of rapport teams simply don't function effectively and leadership remains highly problematic. This module will enable participants to:

1. Understand the principles of rapport
2. Understand the elements of the rapport building model
3. Apply effective rapport building strategies

Building a Model of Psychological Safety

The ability to create a field of psychological safety in groups is a major conscious leadership competence. This is a result that should not be left to chance. This module will enable participants to:

1. Understand the principles of psychological safety
2. Understand the elements involved in structuring psychological safety
3. Apply effective conscious leadership strategies to create psychological safety

Building a Model of Coaching

Coaching is widely recognised as one of the premier skills that organisations will need in their leadership teams especially over the next 10 to 20 years. This module will enable participants to:

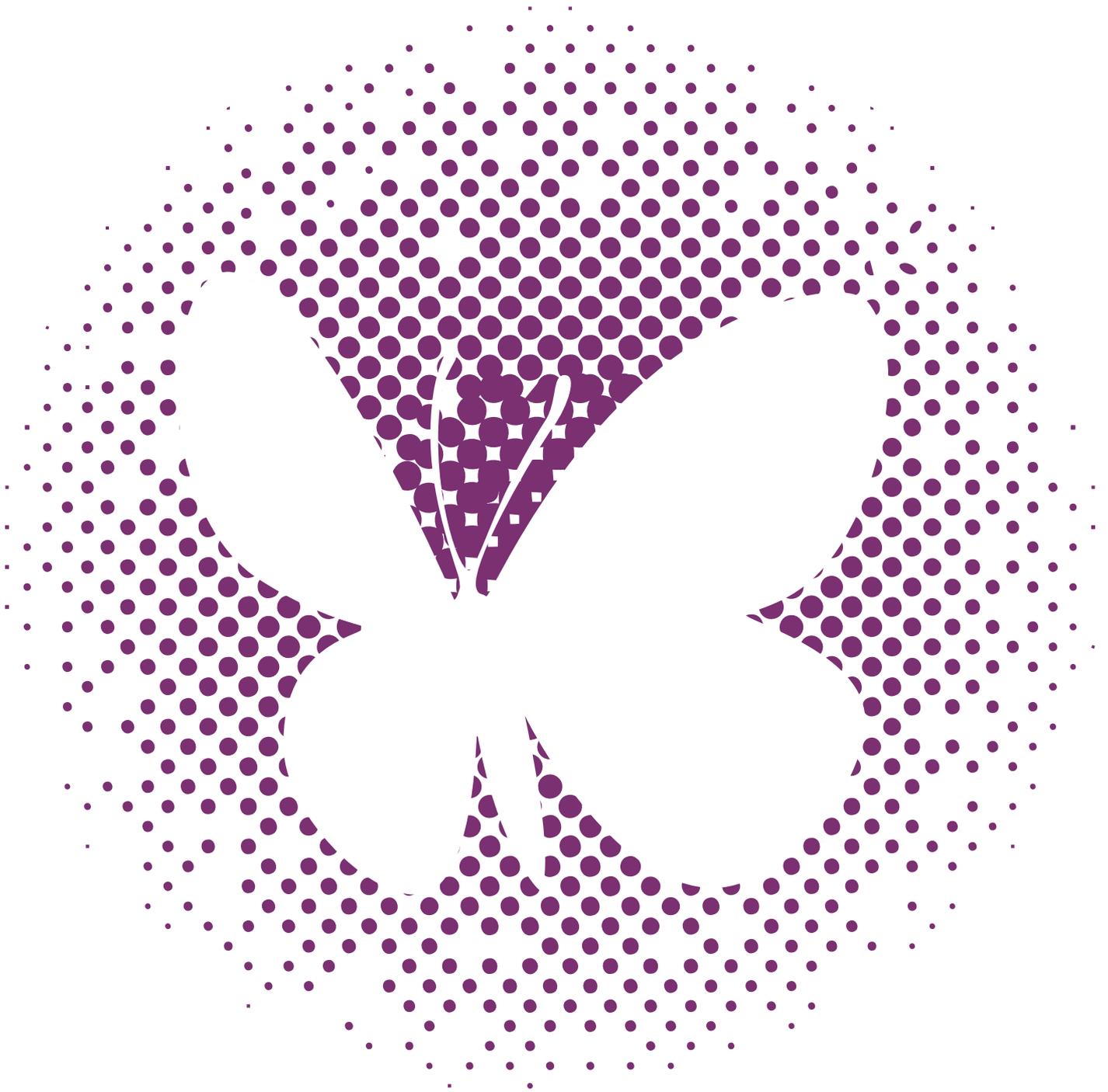
1. Understand the principles of individual, group and systems coaching
2. Understand the elements of a conscious leadership coaching model
3. Apply effective conscious leadership coaching strategies



Course Purpose

This experiential driven course is concerned with exploring social strategies for building rapport with one's self and with others to facilitate high standards of collaborative working. If as a team member you are planning a career in executive management, or you are at a critical stage in the career building process, your ability to master the following collaborative working skill sets will determine how successful you may become in your career:

- Creating a culture of collaborative working
- Coaching excellence in yourself and in others
- Building rapport with individuals and teams
- Transforming self-limiting beliefs into high powered assets
- Managing productive meetings
- Presenting your case convincingly though in a collaborative way
- Managing relationships across cultures
- Establishing a shared mission and vision
- Accessing the collective intelligence of a group
- Creating generative dialogue
- Managing emotional states resourcefully



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