



Who Should Attend?:

This workshop is designed for managers who are called upon to help make their organizations more productive. It is especially relevant for executives as well as senior and mid-level managers. Staff managers involved in human resources, quality management, and organizational development also benefit from attending.

Developing Self-Awareness

Training & Development Module

An interactive workshop designed to provide your management team with a solid understanding of developing self-awareness and a broad range of self-awareness strategies and tactics.

The Problem:

Lack of employee self-awareness plagues many otherwise healthy organizations. It occurs when an individual has a false view, or no view of their personal abilities and limits. Lack of self-awareness costs organizations in a multitude of ways, including lost time, wasted energy, financial loss, and high staff turnover.

Despite the widespread, insidious nature of the lack of self-awareness, many managers are unable to assist their staff in becoming more self-aware. In order to achieve optimum levels of staff morale and productivity managers must be able to identify poor self-awareness and quickly assist in developing it.

The Solution:

Our Development of Self-Awareness workshop provides participants with an array of tools to find problems in, develop, and implement self-awareness.

Some of the key features of the workshop are

- opportunities to learn from the first hand experience of expert self-awareness practitioners
- opportunities to engage in interactive simulations and role-playing
- opportunities to share ideas among and network with managers from different fields.

Learning Outcomes of the Self-Awareness Development Workshop:

At the end of this workshop, participants will have gained the ability to

- understand and appreciate individual differences;
- identify the important areas of self-awareness;
- work through the stages of the development of self-awareness;
- measure the risk associated with poor self-awareness;
- deploy appropriate strategies and tactics to develop, and assist in the development of self-awareness;
- demonstrate to their organizations the cost benefits of having self-aware employees; and
- help create a positive workplace atmosphere that fosters efficiency and productivity.

Benefits of Attending the Self-Awareness Development Workshop:

1. Be able to identify poor self-awareness.
2. Learn to select and implement the most appropriate strategies and tactics.
3. Move from identifying symptoms to developing self-awareness.
4. Reduce loss of productive time due to workplace conflict.
5. Decrease workplace stress.
6. Lessen the impact of poor self-awareness on an organization.
7. Make the link between poor self-awareness and organizational costs.



About Us

The Fulcrum Group is an established and proven executive coaching, consulting, and training company that helps organizations improve their leaders and achieve optimal business productivity.

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Program Content:

The Anatomy of Self-Awareness

- Review of participants expectations, values, and experiences
- Role of a person who intervenes in poor self-awareness
- Definition and causes of conflict in an organization
- Levels of self-awareness
- Stages in the development of self-awareness
- Poor self-awareness as a weapon
- Styles of intervention
- Review of strategies and tactics
- Demonstrations and practice sessions
- Daily Learning Register

Trying Out the Options

- Group problem-solving as a pre-emptive or mitigating tactic
- Mediation as a technique and process
- Training those with poor self-awareness
- Assisting with the development of self-awareness
- Using positive processes
- Going to the top: System-wide interventions
- Demonstrations and practice sessions
- Daily Learning Register

Principles and Practices

- Responses to and consequences of poor self-awareness
- Cultural differences in self-awareness
- The organization as a "community of interest"
- The self-awareness intervener: A catalyst for positive growth
- Measuring the effects of self-awareness
- Measuring the effects of intervention
- Building a self-aware culture in an organization
- Further reading in self-awareness development
- Workshop evaluation and research questionnaire