ACADEMY

Optimal
Developing Leaders. Optimising Performance.

STRATEGIC SELF-AWARENESS

INTRODUCTION

Optimal's Strategic Self-Awareness Workshop is designed to help participants:

- understand their strengths and opportunities for renewal and growth;
- understand how their strengths and challenges relate to those of others;
- understand how to adapt their behaviours to enrich relationships as well as enhance individual and team performance.

Incorporating well-researched concepts and scientifically-validated data, as well as Optimal's insights from 20 years in leadership assessments and development, this workshop will enable individuals to build their own personalised roadmap to success.

WORKSHOP FEATURES

Self-reflection and scenario-application exercises to encourage internalising of lessons learnt	Modularised based on participants' work contexts and organisation cultures	Serves as impetus for participants to take charge of their own development journey	Can be combined with any assessments / profiling tools administered by Optimal

Our Strategic Self-Awareness Workshop is designed to complement the profiling tools we carry from Hogan Assessments, Self Management Group, Mosaic Personality Tasks, as well as our own multi-rater tool, optimal360. Participants have to complete the selected profiling tool prior to the workshop.

01 STRATEGIC SELF-AWARENESS WORKSHOP USING HOGAN PERSONALITY INVENTORY (HPI)

02 STRATEGIC SELF-AWARENESS WORKSHOP USING HOGAN DEVELOPMENT SURVEY (HDS)

03 STRATEGIC SELF-AWARENESS WORKSHOP USING MOTIVES, VALUES, PREFERENCES INVENTORY (MVPI)

04 STRATEGIC SELF-AWARENESS WORKSHOP USING HOGAN ASSESSMENTS (HPI, HDS AND MVPI)

05 STRATEGIC SELF-AWARENESS WORKSHOP USING SALES POTENTIAL TOOLS (POP / SPI / SPI+ / RSPI)

06 STRATEGIC SELF-AWARENESS WORKSHOP USING OPTIMAL360

Interested to learn more about the workshop? Contact your nearest Optimal office for more information.

GET IN TOUCH

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01 | STRATEGIC SELF-AWARENESS WORKSHOP USING HOGAN PERSONALITY INVENTORY (HPI)

HPI — 0.5 DAY

This workshop helps participants enhance their occupational success through:

- An understanding of the difference between identity and reputation;
- Discovering how one's natural tendencies can impact one's emotions, career aspirations, interpersonal relationships, working style, problem-solving style and preferred learning styles.

Workshop take-away:

Participants will develop an awareness of at least one important and impactful behaviour that they can work on to improve their occupational success.

02 | STRATEGIC SELF-AWARENESS WORKSHOP USING HOGAN DEVELOPMENT SURVEY (HDS)

HDS — 0.5 DAY

This workshop helps participants develop an awareness of their derailers at work through:

- An understanding of when these derailers can be triggered;
- Having insights into how these derailers may impact one's relationships and work effectiveness.

Workshop take-away:

Participants will identify up to three individual derailers with Development Tips. Additionally, participants will be more aware of how these derailers, if not managed, will affect their work effectiveness.

03 | STRATEGIC SELF-AWARENESS WORKSHOP USING MOTIVES, VALUES, PREFERENCES INVENTORY (MVPI)
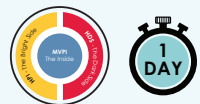
MVPI — 0.5 DAY

This workshop helps participants enhance their occupational success and job satisfaction through:

- An understanding of one's engagement and disengagement factors and how these may play out in our work lives;
- Raising awareness of how one's unconscious biases may impact one's decisions and preferences.

Workshop take-away:

Participants will develop an awareness of their individual motivators and how these impact their respective priorities in life and at work.

04 | STRATEGIC SELF-AWARENESS WORKSHOP USING HOGAN ASSESSMENTS (HPI, HDS AND MVPI)

1 DAY

This workshop provides participants with a holistic view of the following:

- Enhancing one's occupational success;
- Being more aware of one's derailers; and
- Understanding how to achieve better job satisfaction for sustainable occupational success

Workshop take-away:

Participants will identify and develop an awareness of the following:

1. At least one important and impactful behaviour that they can work on to improve their occupational success;
2. At least two derailers with Development Tips and be more aware of how these derailers, if not managed, will affect their work effectiveness;
3. At least two individual motivators motivators and how these impact their respective priorities in life and at work.

05 | STRATEGIC SELF-AWARENESS WORKSHOP USING SALES POTENTIAL TOOLS (POP / SPI / SPI+ / RSPI)

POP™ PREDICTOR OF POTENTIAL — 0.5 DAY

This workshop helps participants enhance their occupational success in sales or business development related careers through an understanding of how their natural tendencies and work attitudes may impact their success in prospecting, closing, as well as maintaining sustainable sales relationships.

Workshop take-away:

Participants will identify the behaviours they need to work on, together with related Development Tips, in order to be successful in sales or business development related careers.

06 | STRATEGIC SELF-AWARENESS WORKSHOP USING OPTIMAL360

optimal360 — 1 DAY

This workshop helps participants enhance their work effectiveness through:

- An understanding of the difference between identity and reputation and why it matters;
- Raising awareness of how one's work behaviours impact others, as well as one's work effectiveness;
- Exploring possible development interventions.

Workshop take-away:

Participants will identify the behaviours they need to work on, together with related Development Tips, and be more aware of how these behaviours, if not managed, will affect their work effectiveness.

GET IN TOUCH

Interested to learn more about the workshop? Contact your nearest Optimal office for more information.

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