

THE COMPETENCY WORKSHOP[®]

Participants: All levels of professional staff, pre-management, team-leads and supervisors identified as leadership and accelerated development candidates

Length of workshop: 1 day and periodic online follow-ups

OVERVIEW:

Professionals and leadership candidates frequently mistake their professional competencies as being the sole basis for their visibility and promotability. This workshop seeks to broaden this view by incorporating other competencies that are critical to career success. In addition, participants need to know the unwritten and unspoken rulers that are used to judge an individual's worthiness to learn new responsibilities in an organization. People-of-difference from the mainstream need to discover the prevailing stereotypes about them and how these impair or enhance their leadership opportunities.

CONTENT:

- I. Beyond Professional Competencies and into a whole-life view
- II. Managing yourself within the Corporate Image of Success
- III. Understanding the mindset of evaluators
- IV. How stereotypes warp the perceptions of competence
 - The tendency to misjudge what you don't know
 - What you need to know about the 8 High Potential Characteristics and Traits
 - How to manifest the Markers of a High Potential without feeling phony
- V. Developing Self and Career as ongoing process – through the eyes of the Adult Learner
 - How to use teams and projects for Self-development and visibility
 - Creating Developmental Partnerships

OBJECTIVES:

- Enhance the ability to determine and influence career outcomes
- Expand understanding of how unwritten evaluation systems work and how to influence them
- Become a valued and known commodity within your workplace
- Develop everyday Strategies for developing your potential and the markers of success

WHAT PARTICIPANTS GAIN:

- A more empowered sense of self and outlook on career options

- An ability to identify and enhance competence levels, its packaging and presentation
- Greater knowledge of how formal and informal promotional systems work
- An assessment of self against the Corporate Image of Success
- The ability to identify growth opportunities and take advantage of them

This workshop will be available as a public workshop in 2006. Please write or call to schedule an in-house workshop.