



*How can I help my organization
develop its people?*

IWNC EXPLORER™ PROGRAM

Introduction



The old adage that a company's people are its greatest asset becomes even more compelling in difficult economic times. One key challenge for any company is how to maximize professional and personal potentials in the workplace. The IWNC Explorer™ Program is designed to help create and support a “people development” dimension within a company's organizational culture.






By helping to maximize both their commitment and professional and personal well-being, managers can generate all-important extra energy and a renewed sense of purpose. These gains impact on their own development and thereby on on the continued success of the company.



IWNC Explorer™ Program

Objectives



-  To increase performance through greater focus and competency development.
-  To inspire individuals to take greater levels of personal responsibility in their day to day work.
-  To build a culture in which individuals accept that it is their responsibility to drive their own development.
-  To prepare individuals to be flexible and effective team members.
-  To prepare individuals for an inspired, productive and effective career thus increasing engagement and loyalty.



IWNC Explorer™ Program

Design Criteria



- 🐪 The core material is based on well established Team and Learning theories, and Leadership and Motivation research.
- 🐪 However we do not spend a great deal of time on theoretical learning.
- 🐪 The time is spent very practically developing the critical knowledge, attitudes and skills necessary for effective personal leadership and development in organisations.



IWNC Explorer™ Program

Key Development Focus



'Foundations for Personal Development'

- Productivity
- Habits
- Credibility
- Motivation
- Perceptions
- Sharing the Experience
- Learning Styles
- Team Working
- Influence

'Strategies for Personal Development'

- Take responsibility for yourself
- Define the value of your contribution
- Focus on your priorities
- Build long term relationships
- Increase your personal influence
- Use diversity to increase innovation



IWNC Explorer™ Program

Learning Outcomes



As a result of attending this programme, your participants will:

- Become much more self aware and understand their impact on others and personal development needs
- Understand their most effective learning styles in order to enhance their capability for future development
- Understand their own personal motivators and what motivates others
- Understand how to become an effective team player and how to inspire others to build highly effective teams
- Develop a sense of personal purpose and direction and understand that their future potential is their own responsibility
- Understand how to build long term and mutually effective relationships with colleagues, customers and supply partners
- Enhance levels of innovation by engaging people with different views, opinions and cultural backgrounds



IWNC Explorer™ Program

Ideal Candidates



- New Graduate recruits who need a foundation in personal leadership
- Employees who need to make decisions about their personal futures
- Middle and senior managers who have achieved their success through particular strengths but who are struggling to let others do what they have done in the past in order to release their own personal potential
- Intact teams that are performing at a sub-optimal level but need something more effective than just team building

In each case, the core material is the same, but our facilitators deliver it in context to the needs of the participants



IWNC Explorer™ Program

Overview



	DAY 1 FOCUS Explorer Orientation. Knowing You, Learning Styles & Team Effectiveness.	DAY 2 FOCUS Strategies Personal Development Strategies 1-4.	DAY 3 FOCUS Influencing Styles Personal Development Strategies 5-7
AM	<p>Workshop commences</p> <ul style="list-style-type: none"> Objectives and Program Content Overview Foundations for Personal Development <p>Getting to Know You</p> <ul style="list-style-type: none"> Rapport Building IWNC Discovery Learning Process <p>Learning Styles</p> <ul style="list-style-type: none"> Questionnaire results Kolb, Honey Mumford Theory. Learning Exercise 	<p>Workshop commences with Review</p> <ul style="list-style-type: none"> Learning Logs and Recap/Review Strategies for Personal Development <p>Strategy 1 – Take responsibility for yourself</p> <ul style="list-style-type: none"> Input, Group Work Exercises <p>Strategy 2 – Define the value of your contribution</p> <ul style="list-style-type: none"> Input and Discussion Exercise – Personal Mission Statement Sharing with a Buddy 	<p>Workshop commences with Review</p> <p>Influencing Diamonds</p> <ul style="list-style-type: none"> Review and impact <p>Strategy 5 – Increase your personal influence</p> <ul style="list-style-type: none"> Zin Obelisk exercise Review, Feedback using Listening forms <p>Strategy 6 – Use diversity to increase innovation</p> <ul style="list-style-type: none"> Styles Review exercise
PM	<p>Team Effectiveness</p> <ul style="list-style-type: none"> Tuckman Team Stages Belbin Team Roles Team Effectiveness Multitask Team Exercise Team Review Applying the Team and Learning Theories Self Awareness Impact on Others 	<p>Strategy 2 - Continued</p> <p>Strategy 3 -Focus on your priorities</p> <ul style="list-style-type: none"> Input and Group exercise Personal Priorities <p>Strategy 4 – Build long term relationships</p> <ul style="list-style-type: none"> Red-Blue Exercise Personal Win/Win Challenge 	<p>Strategy 6 – Use diversity to increase innovation (continued)</p> <ul style="list-style-type: none"> Group Learning Report Motivation Grid <p>Personal Planning Review</p> <ul style="list-style-type: none"> Sharing with a Buddy



Program Schedule



The Programme can be run as a 3 day intensive workshop module as shown

Or

as 3 separate 1 day workshops linked by project work & coaching

Or

as a 1 day introduction followed by 4 half day sessions over a period of time also involving project work and coaching.



IWNC Explorer™ Program

Why IWNC?



“As a result of IWNC's assistance, we became a TEAM focused on achieving the same breakthrough targets and vision, with dramatically improved morale and communication.”

**Managing Director, Japan
Global Resort Management Company**

- Multinational and multi-cultural
- Multi-lingual
- Extensive experience in leadership and learning
- 400 client organizations
- More than 20 years of experience in Asia
- Own Assessment tools developed in Asia
- Extensive partnerships with Human Resources
- Over 150,000 participants
- Latest methodology and technology



IWNC Explorer™ Program

Some of our customers



IWNC

*Inspiring People to Achieve
Breakthrough Results*

www.iwnc.com