

sima development conversations

If you are a manager and have some responsibility to develop your staff, then this is the programme for you. This one day workshop will help you to listen to your people more effectively and show you what to look for as you think about their development. It will help you ensure that they have the motivation to develop themselves.

The workshop will enable you to have:

- More confidence and insight into how to hold a development conversation that works for you and your staff.
- A means of gaining greater understanding of your people and uncovering what makes them tick, what energises them and what doesn't.
- A proven method of identifying strengths, using sima® (the System for Identifying Motivated Abilities).
- A new interviewing skill and listening technique.
- A way of addressing limitations and tricky issues with constructive care and respect.
- A technique for turning a potentially difficult conversation into a learning opportunity.
- Materials and a framework for structuring the meeting.

The programme is experiential and interactive giving you a chance to use the ideas immediately with your peers.

The programme normally has between 12 – 30 participants and 2 facilitators/trainers.

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