

## Personal Insight, Development & One-on-one Coaching

BARRETT can help you understand your potential leadership and management strengths, challenges and opportunities. The overall aim is to help you see how tendencies (behavioural, motives, and coping strategies) can advance or inhibit your career and leadership effectiveness. For optimal personal or team development and professional growth, we recommend assessing three key factors to paint the whole picture of an individual:

- 'out in the open' characteristics
- 'beneath the surface' motives
- 'under pressure' coping strategies

### Individual and Team Development Options

#### Interpretive Reports & One-on-One Coaching

Interpretive reports with a feedback session and/or a one-on-one coaching session around these factors raises individual's awareness and improves effectiveness in any career that requires contact with other people.

#### Management Team Summary Reports and Group Feedback

For groups or teams, identified or de-identified data (personality, values and dark side) can be collated to provide a snapshot of how the group looks as one unit, that is, where you come together as a team or vary. This can then be worked through with BARRETT consultants and the Management team, or the whole team in a workshop format with suggested areas to focus on included.

#### Applied Leadership & Management Development Modules

With greater self awareness and insight, leaders and teams can embark upon a series of training sessions to give all members the tools and resources to build strengths and develop their areas of concern.

Modules include:

- Culture, Values, Personal Insight and Change
- Being an Effective Manager & Being an Effective Sales Manager
- 21st Century Coaching Strategies
- Situational Leadership
- Effective Recruitment Practices
- Assessing and Managing Workplace Performance
- The Optimistic Manager
- Time Management & Effective Delegation
- Managing & Leading Teams
- Conflict Resolution & Learning to Argue Fairly
- The Working Leader (applied leadership)
- Innovation & Future Thinking

For further information please call **Lucy Lake** on **03 9532 7677** or email [contact@barrett.com.au](mailto:contact@barrett.com.au)