

Carve (Y)our Future® Program



Training 4: Deeper On Psychological Profiling, Group Dynamics, Communication & Body Language

Part Of Building Block 2: Growth

Part Of Cycle 2: Why People Embark On New Adventures

About The Carve (Y)our Future® Program

As a result of our experiences during the missions we conduct with **Vade Ad Cor**, we created the **Carve (Y)our Future® Program**. Via **Inscriptio**, a division of Vade Ad Cor, the program is offered to the market.

Our Goal!

Creating **Value Adding** and **Resilient Individuals...! Why?**

Because when you have enough value adding and resilient individuals, **you can shape your personal path, help define your company's successes, and overall contribute to tomorrow's smarter world**. These three elements constitute the **Carve (Y)our Future® Program**.

The full cycle is a **Multi-Year Program**, but each training can be followed as **separate but full-fledged chapter**. It consists of three **Building Blocks**.

- **Foundation:**
 - Year 1, Cycle 1, 3 Trainings, 6 Training Days.
- **Growth:**
 - Year 2, Cycle 2, 3 Trainings, 6 Training Days.
- **Mastery:**
 - Year 3, Cycle 3, 3 Trainings, 6 Training Days.

Where Do You Need To Step In?

This generally depends on the following:

- The development phase you are in with your company.
- The complexity of the organizational and transformational challenges ahead which can be tame, critical or wicked in nature.
- Your own professional development level.
- The human consciousness level you are at, at this point of your live.

Cycle 2: Why People Embark On New Adventures

There are three trainings offered in this cycle.

- **Training 4:** Deeper On Psychological Profiling, Group Dynamics, Communication & Body Language, 2 Days.
- **Training 5:** Deeper On Culture, Organizational Models & Thriving Organizations, 2 Days.
- **Training 6:** Deeper On What Motivates People & Why They Stay Connected, 2 Days.



Why Is This Training Program Different?

- Some of the challenges you are confronted with are not solvable using 'normal approaches', standard methodologies and tools. In fact "Business Transformation", when looked at in its full maturity, is a very broad domain.
- The full program follows a logical pattern, to help you keep your overview and to connect the dots.
- We give you some pre-read work and ask you to prepare your own case relating to the specific training you will be attending.
- We give you a detailed syllabus, but only show the models 'real live' that will help you to get your head (and hands) around the topics you are facing.
- You will also learn how your peers in other organizations are doing and what they face.

Simply put:

We look at your challenges in a **down to earth** and **pragmatic way**, allowing **multiple angles**, using **the experience of the participants** and **the trainer**.

Most of all, **we liberate what is inside you**, but what you don't yet understand or show, **in order to deal with the topics at hand**.

Training Content

The main topics we will handle, refer to and/or look at are:

- Reviewing some basic profiling methods, such as Insights, MBTI, DISC and their link to change management projects.
- Looking at team dynamics from a functional and dysfunctional perspective. Understanding the concept of positive energizers and energy drains.
- Understanding high performing teams via Tuckman's Four Stages model.
- The importance of the trust factor and required steps to enhance group cohesiveness.
- Eight attributes of high performing teams and why you need effective leadership.
- Degree of employee maturity & dependency and understanding I TRAC with regards to integrity.
- Five dysfunctions of a team and why not to use 360° feedback for team development. Individual and team-oriented team effectiveness exercises.
- Group thinking and its risks and an introduction to the "Arrogant Asshole" rule.
- Understanding the levels of human development and what drives people these days.
- Three ways to read the outside world and the four basic communication types. Some pitfalls in communication and how to avoid them.
- Understanding body language, key facial expressions, energetic expressions and body gestures.
- Basics on non-verbal communication.

Facilitator

Marc Van Obberghen, Strategic Transformational Leader & Seasoned Organizational Guide.



Target Group

- Business Analysts, Project Managers, Program Managers, Quality Assurance Managers, Change Agents, Facilitators Of Transformation, Organizational Designers and Business Coaches.
- HR Practitioners, Line Managers often involved in projects and/or programs.
- Medior and Senior Level in these fields.

Duration & Dates

- This is a 2 day training.
- Starting at 09.00 am till 17.00 pm. **Precise dates, per period can be found on our website.**
- **The training material is in English. The training however is given in the Dutch language.**

Price

- **€ 1.520, Excl. VAT.** Including drinks, luxury breads, dessert, one book and additional reading material.
- This training can be followed, using the **KMO Portefeuille**.
- Our License Number is **DV.O216943**.



Location

We use the training facility of Restaurant Condacum in Kontich.

Payment Condition

The complete invoice amount is due before the start date of the training. And needs to be paid **no later than one month in advance of the start date of the training.**

Subscription

Please visit our website www.inscriptio.be to subscribe. **In case of cancellation, there will be no refunds.** A colleague however can take your place.

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Inscriptio: A division of Vade Ad Cor.

