

# Workshops update



innovative people development

## Teams, Talents and Testing

This newsletter provides an update on workshops I am currently running with senior management teams with great results.

Psychometric tests that enhance team performance.

The workshop involves senior managers completing WAVE Professional Styles online which looks at an individual's motives and talents as a Manager.

Results are translated into a detailed report and the individual has a one to one coaching session with me, reviewing the report and developing an action plan.

Following the individual session I run a team event.

The group receive a report which plots their results as a team. Using the chart below, the team plot the preferred and least preferred roles in the team and a development plan is made, linking back to what the team needs to achieve within their organisation's business plan.

I am qualified with the British Psychological Society to use psychometric reports in my workshops.

*"Emma recently designed and ran a team building event for my team. She used the psychometric reports in a way that was very insightful, and shaped the event to be both challenging and engaging. It allowed us to really think about how we work together currently and what we need to do differently in order to successfully address the challenges of the future. I am positive that it has helped us move up a gear to becoming a higher performing team and the reports and feedback from the day are tangible pieces of work that we can use and refer to often during the year ahead."* **Paul Roberts, Interim Managing Director, Guinness Northern Counties.**

## Do Psychometrics work?

Psychometric testing used in the right way can be an incredibly powerful tool for people to gain insight into their working styles, motives and talents.

## Why WAVE?

Recent research has shown Saville Consulting Wave Professional Styles comprehensively out performs all other questionnaires in terms of validity.



Role	Description
<b>Analyst</b>	use their intellect and expertise to break down and evaluate information. They seek the right answer.
<b>Innovator</b>	take a creative approach to problem solving, and often develop long-term strategies.
<b>Relator</b>	actively communicate between team members and can help improve social interaction.
<b>Assertor</b>	take control of situations and coordinate people. They prefer to be the leader.
<b>Optimist</b>	tend to be resilient and stay calm under pressure. They help to keep team morale high.
<b>Supporter</b>	attend to the needs of others, and prefer a team-oriented approach.
<b>Finisher</b>	focus on getting things completed to a high standard, and pay attention to detail.
<b>Striver</b>	push hard to achieve ambitious results. They are often highly enterprising and competitive.

This is just one aspect of work I do, review at [www.emmawalkercotton.co.uk](http://www.emmawalkercotton.co.uk) for a summary of the areas I specialise in.

Recently I've designed and run a staff and board conference for a business focussing on reviewing their mission, values and business plan for the year ahead.

I've designed a workshop for senior teams which focusses on effective leadership in a downturn which includes, practical, strategic planning under ten principles. Contact me [info@emmawalkercotton.co.uk](mailto:info@emmawalkercotton.co.uk) if you are interested in finding out more about what I do.

