MBTI®: Developing Leadership Potential

Why should I attend this workshop?

No individual is born for a leadership role without further need for development. Research suggests that the development of authenticity - a leader’s unique personality and natural style - can deliver the flexibility and clear-sightedness that engenders good leadership. It also confirms that the most effective leaders are those who possess higher levels of self-awareness, self-management and empathy. This reflects the ability to understand and regulate one’s own emotions and those of others. Effective leaders flex their leadership style to adapt to the current situation and people around them.

The MBTI framework can help improve leadership abilities in ways that not only fit an individual’s own job situation, but also match their personality preferences. Understanding your personality type and how it influences your thinking, behavior and relationships will help you become a stronger leader - by maximizing your ability to understand yourself, manage your behavior and relate to others.

MBTI® (Myers-Briggs Type Indicator) is one of the most popular psychological instruments used in coaching and leadership development by many companies from all sectors of business, including 70% of Fortune 500 companies.

Is this program for me?

This workshop is for those who see the need for life-time development and want to improve their leadership abilities in ways that not only fit their job situation, but also match their personality preferences. Who want to maximize their ability to lead effectively and find new development perspectives. The workshop is suited for all members of organization or group, from personnel to senior management.

What are the workshop objectives?

- To explore more advanced applications of MBTI in organizational settings
- To analyze personal leadership style and typical behavior patterns
- To achieve synergy interacting with people with different psychological types
- To work out recommendations on improvement of personal effectiveness in business communications, management decision making and change management.

Prior attendance of MBTI® improving personal and team effectiveness is required.

We will also welcome participants who have received a one-on-one or group MBTI® feedback session from a certified MBTI® consultant and know their best fit type.

For in-company workshops, we can easily deliver this training for those who are not familiar with MBTI. We would recommend though to increase training duration to 12-16 hours for a more profound approach.
What training methodology is applied?

▶ Training is delivered by MBTI certified practitioners who use MBTI training approach developed by OPP, UK, an official MBTI distributor
▶ The training consultants use experiential learning principle. Participants learn by discussing, practicing and role-playing practical scenarios. Teaching of “theory” is kept to the minimum necessary to maximize time spent sharing experience and ideas
▶ Training can be conducted in either Russian or English
▶ Training participants are provided with specially designed training materials in Russian or English depending on the language of the workshop.
▶ Upon completion of the training, participants will receive 6 monthly electronic bulletins with additional information, individual assignments and reflection exercises. This follow up will maximize training effectiveness and help apply MBTI concepts in everyday situations.

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Training outline

The MBTI® framework and leadership development
MBTI® preferences within organizational context:
▶ Business networking strategies
▶ Idea generation and implementation
▶ Approach to policies and procedures
▶ Project management strategies
MBTI® advanced practical applications for leadership development:
▶ MBTI® and management decision making
  ▶ Typical approaches to decision making and problem solving
  ▶ Enhancing problem solving and decision making
  ▶ A virtual hour of decision making
▶ MBTI® and change management
  ▶ Organizational change. Change vs. Transition
  ▶ Reaction to imposed change
  ▶ Minimizing resistance to change
  ▶ Contribution of various types in the period of change. Employee engagement
▶ MBTI® and persuasive communication:
  ▶ Criteria to effective communication
  ▶ Flexing communication style
  ▶ Communicating change
  ▶ MBTI and leadership style: being self-aware and other-aware
An action plan “Becoming a stronger leader”.

For in-company training sessions, we can focus on any of the practical applications to address our clients’ specific objectives and we may invest more time in:
▶ Analysis of leadership team potential strengths and blind spots
▶ Exploring real life situations through MBTI prism
▶ Developing an action plan for improvements.

In-company training

Additional practical applications for corporate programs
▶ MBTI and stress management
▶ MBTI and innovations
▶ MBTI and emotional intelligence
▶ MBTI and time management
▶ MBTI and conflict resolution
▶ MBTI in coaching, counseling and giving feedback.