



## **Building Leadership and Management Capabilities (Relationships)**

This one-day seminar is designed to help managers understand and apply techniques to **improve the process of building and improving communications, decision making and working relationships with key influence targets** (members of a team, clients, prospects, etc.). The course is highly interactive and delivered at a rapid pace. The program is appropriate for individual team members and team leaders at all levels of the organization.

The **role of personality type in the influence process is central to the program**. The program utilizes an advanced version of the **Myers Briggs Personality Type Indicator (MBTI Step II)**. The **MBTI** is an instrument which is frequently used in the work environment for team building, leadership development and the enhancement of interpersonal relationship skills (communication, conflict management, influence / persuasion, etc.).

The instrument is based on the theories of the Swiss psychiatrist Carl Jung and it is one of the most reliable, powerful and valid instruments of its type. The **MBTI** is also one of the most complex instruments of its type – **the skill and experience of the instructor is critical to getting real value from the process**.

|   |   |                                 |                                   |                                 |
|---|---|---------------------------------|-----------------------------------|---------------------------------|
| Group: _____  | <b>ISTJ</b><br>Most Responsible           | <b>ISFJ</b><br>Most Loyal       | <b>INFJ</b><br>Most Contemplative | <b>INTJ</b><br>Most Independent |
| Group size = ____   | <b>ISTP</b><br>Most Pragmatic             | <b>ISFP</b><br>Most Artistic    | <b>INFP</b><br>Most Idealistic    | <b>INTP</b><br>Most Conceptual  |
| Group Type = ____   | <b>ESTP</b><br>Most Spontaneous           | <b>ESFP</b><br>Most Generous    | <b>ENFP</b><br>Most Optimistic    | <b>ENTP</b><br>Most Inventive   |
| Group Temperament:<br>SJ = ____<br>NT = ____<br>NF = ____<br>SP = ____                                      | <b>ESTJ</b><br>Most Hard Charging         | <b>ESFJ</b><br>Most Harmonizing | <b>ENFJ</b><br>Most Persuasive    | <b>ENTJ</b><br>Most Commanding  |
| Dichotomy Distribution:<br>E = ____ I = ____<br>S = ____ N = ____<br>T = ____ F = ____<br>J = ____ P = ____ | <small>©Lynn Reed Associates, Inc</small> |                                 |                                   |                                 |

Participants learn that differences in various dimensions of the model (“personality preferences”) can lead to **poor communication, lower levels of engagement / inclusion**.

Delegates work to understand the role of personality type in the formulation of their own perspectives on key issues and how to better understand the viewpoints of other team members and those external to the team.

This process establishes the foundation for **dramatic improvements in employee engagement and inclusion across the team**.

Techniques to simplify the **MBTI** model are covered in depth to accelerate the learning process and to increase delegates’ effectiveness in team leadership / engagement situations.

Lynn Reed’s delivery approach uses simple examples and humor to make the program come alive and get people to relax about subject matter that some may initially view as somewhat sensitive. He developed expertise in the application of the **MBTI** (basic and advanced techniques) under the guidance of **one of the most recognized MBTI experts in the world**.

Lynn has extensive experience in conducting this program globally with excellent results. If you would like to learn more, please do not hesitate to contact him directly - you will not be disappointed. Thank you for your interest.

***Our passion is contagious!***

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