

Building Productive Working Relationships

Duration

1/2 day

Instructor

Douglas Muir

Class Limit

20 students

Prerequisite

None

Price

On-site:

Please contact SPC for pricing (contact information on page 2)

Public Training:

\$250 (1/2 day)

*Discount available for early registration

Materials Provided

- Student manual containing the course slides
- Student handouts with class exercises and class studies

This half-day workshop on Relationship Awareness® gives organizations and individuals the tools they need to build more effective personal and professional relationships. It helps them to sustain those relationships through understanding the underlying motivational value systems of themselves and others - not just when things are going well, but also when they are managing conflict. It helps people to recognize that they can choose their behaviors to accommodate their underlying values, while also taking into account the values of others. It is a dynamic and powerful way of looking at human relationships that aids in building communication, trust, empathy, and effective, productive relationships.

What is Relationship Awareness®?

Relationship Awareness is founded on four simple yet profound premises:

- We all do what we do because we want to feel good about ourselves.
- We tend to take two different approaches to life:
 - When we feel that things are going well, and
 - When we feel that we are faced with opposition or conflict.
- A “personal weakness” is no more or no less than the overdoing or misapplying of a personal strength.
- We naturally tend to perceive the behaviors of others through our own filter, our Motivational Value System™.

What is the Strength Deployment Inventory?

The Strength Deployment Inventory (SDI) is the cornerstone tool of Relationship Awareness Theory. The SDI is a self-scoring motivational assessment tool. It measures an individual's Motivational Value System both when things are going well and when the person faces conflict or opposition. Whereas many other tools measure behavior, the SDI goes beyond behavior into the motivations and values that underlie those behaviors. The applications of the SDI are many, including building awareness of self and others, leadership development, team building, conflict management, and dispute resolution and mediation, to name a few.

TRAINING

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Intended Audience

This seminar will be useful to software engineers, managers, human resources, sales and marketing—anyone participating in team efforts. If you want to understand the nature of conflict and strength and the role each play in building effective team dynamics, then you will find this workshop energizing and enlightening.



Instructor

Software Productivity Center's Douglas Muir has over 20 years of professional experience as a Software Engineer and Project Manager. He is one of North America's leading instructors of the *In Search of Excellent Requirements* course, as well as other project management workshops. Doug's expertise has given countless software developers the skills and techniques needed to successfully bring a project to market. Before joining SPC, Doug held product development positions in large-scale and multi-country telecommunications projects at Libraxus and Nortel. He has also worked as a project manager in government, military and commercial enterprises in both Canada and the U.K. Doug holds a Project Management Certification from PMI.

For more information on this or other SPC Springboard courses, please visit www.spcspringboard.com or e-mail SPC at info@spc.ca

Software Productivity Center
Suite 460—1122 Mainland Street
Vancouver, BC V8M 4T8
www.spc.ca

Toll Free:	Fax:
1.877.548.1948	604.689.0141
Vancouver:	Toronto:
604.662.8181	416.885.0512

Outline

- Abbreviated Relationship Theory Overview
- The Four Premises of Relationship Awareness Theory
- Administering the Strength Deployment Inventory
- Scoring and Charting
- Motivational Value Systems and Valued Relating
- Borrowed/Mask Relating Systems
- Introduction to Conflict
- The Living Triangle
- Arrow Dynamics
- Learning Gains and Action Plans
- Follow-up Exercises
- Closing and Evaluation



TRAINING

