

We work with leaders and others and equip them to transform their

{ People Problems }

by providing learning in the following areas:

TRAINING TOPICS

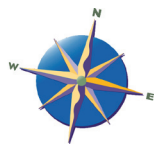
TITLE	DURATION
The Four Elements of Team Communication Includes: Path Elements Profile™ Online Assessment Four Elements of Team Communication Workbook Self-Coach/Relationship Coach Card Team Matrix	3.5 - 4 hrs.
Discovering Emotional Intelligence Includes : Online Emotional Intelligence Appraisal™ Discovering EQ Insight and Action Guide Emotional Intelligence 2.0 (hardcover book) EQ Development Strategies Reference Guide Trigger Model Card Foam Brain Stress Ball	8 hrs.
Developing Emotional Intelligence (4 part series below) Includes: Guides for each of the modules Emotional Intelligence Appraisal™ Multi-Rater Train My EQ Brain Strategies Reference Guide Trigger Model Card Foam Brain Stress Ball	
Self-Awareness (module 1)	2 hrs.
Self-Management (module 2)	2 hrs.
Social Awareness (module 3)	2 hrs.
Relationship Management (module 4)	2 hrs.
Team Diagnostic Training Includes: Team Diagnostic Assessment™ (Before) 6 monthly team coaching sessions Team Diagnostic Assessment™ (After)	8 -16 hrs. training 6 hrs. coaching
Managing Conflict: From Roots to Resolution	2.5 hrs.
Cultural Awareness: Navigating Differences at Work	2 hrs.
Sexual Harassment Training (under development)	2 hrs.



Sherry McKillop, founder and principal of Follow Your Compass, is a trained coach whose focus is

leadership and teams. She is a certified trainer in the Talent-Smart® Emotional Intelligence training curriculum (IMPACT EQ Learning™), the Emotional Intelligence Appraisal®, the 360° Refined, the Four Elements of Team Communication™ training curriculum, the Path Elements Profile™, and the Team Diagnostic Assessment™.

For more information visit www.followyourcompass.com



Follow Your Compass

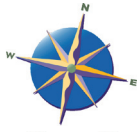
Team and Leadership Development

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TRAINING PROGRAM OBJECTIVES

The Four Elements of Team Communication

1. Understand the Profiles
 - Basics and Guidelines
2. Understand Self
 - Gain an objective viewpoint of self - strengths and challenges
3. Understand Others
 - Understand, accept, and value others
 - Recognize each team member's uniqueness
 - Focus on COMPLEMENTARY strengths
4. Apply this knowledge to improve how the team works
 - Have realistic expectations for each unique individual - strengths and challenges
 - Relate and communicate based on the other person's needs
 - Align your behaviors to meet the needs of others

Discovering Emotional Intelligence

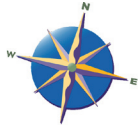
1. Honest look at the individual's EQ strengths and development areas
2. Learn techniques for fostering greater self-awareness
3. Understand the relevance of EQ to business
4. Understand the basics of self-awareness, self-management, social awareness, and relationship management
5. Set EQ development goals

Developing Emotional Intelligence (4 modules)

1. Lean into Discomfort (Self-Awareness)
 - Explore range of emotions
 - Behavioral and physical reactions to strong emotions
 - Identify personal list of emotions
 - Commitment to learn more about one personal emotional reaction
 - Complete a Self-awareness Development Plan
2. Reframe Self-Talk (Self-Management)
 - Watch self-talk in action
 - Explore individual patterns of negative and positive self-talk
 - Track and rewrite one's negative inner dialogue
3. Their View of My EQ (Social Awareness)
 - Open look at one's EQ strengths and opportunities through the eyes of others
 - Raise one's self-awareness and social awareness skills
 - Practice self-management through positive self-talk
 - Practice relationship management
 - Set EQ skill development goals
4. Break the Conflict Code (Relationship Management)
 - Stories and emotions of their own conflict
 - Understand 3 EQ skills to break the conflict code
 - Peer coaching on current conflict

Team Diagnostic Training

1. Understanding Teams
 - Structures, team as a system, fundamental character of teams
2. Learn a model for developing high performing/sustainable teams
3. Learn the 4 Guiding Principles and 6 Team Intelligence Competencies
4. Practice evaluating and providing feedback to the team



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TRAINING PROGRAM OBJECTIVES (Cont'd)

Managing Conflict: From Roots to Resolution

1. Define conflict and understand sources and positive aspects
2. Assess one's individual conflict management style
3. Understand the retaliatory cycle and effective methods for interruption
4. Understand individual responsibility in managing conflict

Cultural Awareness: Navigating Differences at Work

1. Defining Culture
2. Identify cultural competencies and dimensions of culture
3. Understand preconceived influences, assumptions and stereotypes
4. Understand non-verbal communication
5. Fostering understanding at work