

## FOUNDATION WORKSHOP

Discover how to apply the unique Human Synergistics International (HSI) Integrated Performance System to drive improvement efforts at the individual, group, and organizational level. Understand how to jumpstart and support the change and development process at all organizational levels, for results that span boundaries and make a measurable difference.

The **Foundation Workshop** provides an understanding of the Circumplex, the driving force behind the HSI Integrated Performance System, and the assessments that measure the quality of performance at different levels throughout an organization. This participatory workshop focuses on:

- Learning how to simultaneously identify factors hindering productivity at different organizational levels
- Understanding how to install a proven process for assisting individuals in determining development opportunities, selecting the most fruitful change strategies, and monitoring ongoing improvement efforts
- How to teach teams to break down the personal interaction barriers that prevent them from achieving their full potential
- How to provide a focused direction for team improvement efforts by isolating specific behaviors for a group to change or build upon, and an efficient method of monitoring these efforts over time
- How to incorporate the HSI Performance Development System into existing development strategies and augment and support data driven initiatives

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## WORKSHOP SCHEDULE

Name of Workshop	Date	Price
Foundation Workshop	September 25-28, 2007	\$1,800
Advanced Workshop	October 23-26, 2007	\$1,800

*All workshops are held at the HSI headquarters in Plymouth, Michigan. If enrollment exceeds our conference room capacity, we may elect to conduct the workshop at another local facility. In this event, you will be notified at least one week prior to the workshop with the new location. HSI can conduct either of these workshops at your location. Register for two or more workshop seats and save 10% on your registration fee. For more details regarding any of the above, please contact an HSI Account Manager.*

# FOUNDATION WORKSHOP AGENDA

<b>Day One</b>	
<b>Morning</b> <ul style="list-style-type: none"> <li>• <i>Life Styles Inventory™</i> Self Description (LSI 1)</li> </ul>	<b>Participants Expected Outcome of Workshop</b> <b>Individual Effectiveness</b> <ul style="list-style-type: none"> <li>• How to increase productivity by enabling people to change their behavior so that they accomplish tasks more effectively and efficiently</li> <li>• How to develop leadership potential and the ability to function better as part of a team by showing people how their behaviors affect both work performance and their interactions</li> <li>• How to sharpen interpersonal skills by enabling people to recognize and redirect defensive behaviors, as well as strengthen behaviors that enhance communication and improve relationships</li> </ul>
<b>Afternoon</b> <ul style="list-style-type: none"> <li>• <i>Life Styles Inventory™</i> Description by Others (LSI 2)</li> <li>• <i>LSI STYLUS®</i> 1 Self Description</li> <li>• <i>LSI STYLUS®</i> 2 Description by Others</li> </ul>	<b>Initiating Change Within the Organization</b> <ul style="list-style-type: none"> <li>• How to have a discussion of strengths and development opportunities, and the impact of these thinking and behavioral styles on work performance and relationships with an individual</li> <li>• How to share practical, results-oriented recommendations to help individuals build on strengths and improve areas needing development</li> <li>• Completing an easy-to-use action plan for setting development goals and committing to strategies for achieving them</li> </ul>
<b>Day Two</b>	
<b>Morning</b> <ul style="list-style-type: none"> <li>• Simulations: Survival, Business, Challenge</li> </ul>	<b>Team Effectiveness</b> <ul style="list-style-type: none"> <li>• How to increase decision making efficiency by improving group problem solving skills</li> <li>• Teaching the task (rational) and people (interpersonal) behaviors involved in successful team performance</li> <li>• Discover how to demonstrate the power and potential of team versus individual decision making</li> <li>• How to call attention to problems plaguing a team's performance</li> </ul>
<b>Afternoon</b> <ul style="list-style-type: none"> <li>• <i>Group Styles Inventory™</i> (GSI)</li> </ul>	<b>Continuation of Team Effectiveness</b> <ul style="list-style-type: none"> <li>• How to assess the interaction styles of any group whose members solve problems and make decisions</li> <li>• Providing teams with targeted feedback on the styles that contribute to, or detract from, their effectiveness</li> <li>• How to promote Constructive behaviors that enable teams to improve their performance</li> </ul>
<b>Day Three</b>	
<b>Morning</b> <ul style="list-style-type: none"> <li>• <i>Organizational Culture Inventory®</i> - Ideal (OCI)</li> <li>• <i>Organizational Culture Inventory®</i> - Current (OCI)</li> </ul>	<b>Organizational Effectiveness</b> <ul style="list-style-type: none"> <li>• How to provide a direction for organizational change and development</li> </ul>
<b>Afternoon</b> <ul style="list-style-type: none"> <li>• OCI Report</li> </ul>	<b>Continuation of Organizational Effectiveness</b> <ul style="list-style-type: none"> <li>• Generating valid and reliable information on the operating cultures of an organization and sub-units</li> <li>• How to promote organizational adaptability and facilitate strategic, technological, and structural change</li> <li>• How to understand and manage diversity and international relations</li> <li>• Facilitating mergers, acquisitions, and strategic alliances</li> <li>• Monitoring the impact of change efforts</li> </ul>
<b>Day Four</b>	
<b>Morning</b> <ul style="list-style-type: none"> <li>• Case Study</li> </ul>	<b>Putting the HSI Integrated Performance System into action</b>

## MATERIALS INCLUDED WITH FOUNDATION WORKSHOP

### Foundation Workshop Materials are valued at over \$1,120.

Materials received *at* workshop:

- Life Styles Inventory™ Self Description and Description by Others (LSI 1 & LSI 2) Full Kits
- LSI STYLUS® 1 and LSI STYLUS® 2
- LSI Prescription for Change™
- LSI Leader's Guide
- Survival Simulation
- Survival Simulation Leader's Guide
- Business Simulation
- Group Styles Inventory™ (GSI) Kit
- GSI Leader's Guide
- Organizational Culture Inventory® – Current (OCI)
- Organizational Culture Inventory® – Ideal (OCI)
- OCI Leader's Guide
- OCI Interpretation & Development Guide™
- Perfectionism: A Sure Cure For Happiness

Materials/discounts received *after* workshop:

- **STARTER KIT**
- Survival Situation Trainer's Kit of your choice:
  - 25 Survival Simulations
  - 1 Survival Simulation Leader's Guide
  - 1 Survival Simulation Video
  - 1 Survival Simulation Observer's Guide
- 25 GSI Kits
- 5 GSI Flip Chart Pages
- 5 GSI Scoring Supplements
- 5 Simulation Scoring Flip Chart Pages
- 5% discount for life to individual completing workshop



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