

Social StyleSM Managing Interpersonal Relationships with Style



Social StyleSM: Managing Interpersonal Relationships with Style will teach you how to identify ways behavioral differences are currently helping or hindering your performance and the benefits that can occur from managing your relationships more appropriately.

The program uses the Social Style ModelTM to provide you with detailed feedback and valuable insight on how to build upon your interpersonal strengths and weaknesses and target areas for growth with the ultimate goal of increasing your own effectiveness and the effectiveness of your team.

Knowing how to communicate effectively in your day-to-day interactions with others is the key to increasing your ability to achieve personal and organizational success.

What is the Social StylesSM Profile?

The confidential Social Style Profiles received by every participant details both a self-perception and feedback report using an adjective checklist completed in a web-based survey by the participant and five of their coworkers.

The statistically validated survey provides feedback on 3 variables important to maintaining productive relationships.

The feedback is then used during the workshop to help participants to understand the strengths and growth needs of their Social Style position, how they perceive themselves, and how others perceive them.

Social StyleSM: Managing Interpersonal Relationships with Style addresses the business issue of improving results through better and more productive communication between and among team members across the organization.

Program Benefits

RESULTS ORIENTED

- Addresses the importance of versatility in interacting with and influencing others and the direct impact on business results.

IMPROVES PERFORMANCE

- Helps people understand their strengths and weakness as perceived by others.
- Participants can increase their comfort and success with people of all styles.

SKILLS ORIENTED

- Teaches versatility skills and how to apply them to real day-to-day work situations.
- Skills are taught for managing oneself and managing others.

DEVELOPMENTAL

- Answers the question, "Why?" as well as "How?"
- Helps individual to progress in their professional career.



PROGRAM OVERVIEW

Social StyleSM: Managing Interpersonal Relationships with Style is a two-day workshop designed to help individual contributors, managers, and leaders at all levels – from experienced to the new recruit – to develop the necessary interpersonal and versatility skills to adapt their behavior to maintain productive relationships and produce results.

During the first day, participants are introduced to the concept of Social StylesSM and versatility and the relationship between versatility and a variety of measures of job performance success measures.

Participants learn the dimensions of assertiveness and responsiveness, and receive feedback on their own Social StyleSM as perceived by those who were asked to complete profile survey.

Participants learn how to rapidly identify the Social Styles of others with whom they interact.

Finally, participants learn how people of different social styles respond to conflict situations.

On the second day of the workshop, participants are given multiple opportunities to practice what they've learned in the previous module and apply it to their real world.

Participants receive feedback on their own versatility as perceived by those who completed the survey, and learn how to adapt their behavior to improve their situational versatility.

Through a series of role-plays and exercises, participants develop and practice high-versatility strategies for actual co-workers and colleagues with whom they would like to improve their relationships.

DAY 1: UNDERSTANDING SOCIAL STYLESSM

- Understand the importance of the relationship between interpersonal skills and success, measured in many different ways.
- Receive personalized feedback on your Social StyleSM strengths and weaknesses that will allow you to work more effectively others.
- Learn how each individual reacts differently to various levels of tension and the importance of tension management in creating an environment allowing you to be more productive.
- Learn the importance of managing the tension of others to increase productivity.
- Learn specific steps to help you increase social endorsement from others; thus, having a positive impact on your relationships.
- Learn how to quickly identify the Social Styles of others on whom you depend for your success.
- Understand the importance of moving beyond the mindset that individual differences create barriers to productivity to the recognition that diversity should be valued and embraced for individual and corporate effectiveness.

DAY 2: LEARNING VERSATILITY SKILLS

- Learn strategies for “breaking” down communication barriers that prohibit maximum performance.
- Receive your Versatility feedback and come to understand how your behavior is perceived by others.
- Learn ways to minimize the negative impact of tension in your relationships.
- Practice the style-adapting skills necessary to communicate effectively with others to find win-win solutions through experiential exercises.
- Learn the steps you must take so that you can apply what you learned to your daily interactions with others.
- Develop and test clear action plans for making current relationships more productive.

SESSION LENGTH

Two days.

PARTICIPANT MATERIALS

Participant guide, Social StyleTM Profile and feedback booklet, job aid card.

LEADER MATERIALS

Leader guide, program video, technical guide, presentation materials.



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