



“Going for Growth”

presented by Rick Whitehead and Ed Cooper of Impetus Training
Thursday 7 and Friday 8 July - The Royal Chase Hotel, Enfield

Thursday 7 July

- 09.00 Welcome, introductions; hand in MBTI Question Books; discuss and agree objectives and outcomes for the workshop; protocols and administration
- 09.15 An introduction to JANUS - what it is, how it works, using the Workbook and Templates; what we will do over the two days; how to continue afterwards
- 09.30 Informal presentations of individual scenarios; coaching in pairs to refine them
- 10.15 Tea and Coffee break
- 10.30 Group flip chart work on a **TEAM** scenario based on current business objectives and priorities - agreement on extremely optimistic goals - then add some!
- 11.00 Key principles of teamwork; results of How Good are we at Teamwork questionnaire
- 11.30 Team **Leadership** - the first responsibility: “create and communicate shared objectives” - from the **TEAM** scenario - engaging the full team - practical work in two teams of 3
- 12.30 Group work on understanding Janus Step 2 and the Templates; flip chart work with the **TEAM** scenario v current situation and headings for Key Results
- 13.00 LUNCH - with informal Experiential Profiling over lunch
- 13.45 An Impetus Teambuilding Task - “The Minefield” followed by team reflection
- 14.45 Group work on Janus Step 3; flip chart work with the **TEAM** scenario asking “What **MUST** Have Happened?”; practical in pairs, on individual scenarios, Steps 2 & 3
- 15.30 Tea and Coffee break
- 15.45 MBTI Profiling: results, implications, discussions
- 18.45 Summary of day - brief for evening work: Directors prepare to present informally in the morning for approximately 5 minutes on what they have learned about themselves AND where they visualise their business being in 12 months time.

Friday 8 July

- 09.00 Informal presentations; open discussions and “group therapy” on each individual - constructive advice; the **TEAM** scenario - a two year (Business Plan) version
- 10.30 Tea and Coffee break
- 10.45 An Impetus Teambuilding Task - “The Balloonpole”, with 2 teams selected based on MBTI profiles; followed by team reflection on effectiveness of teamworking AND whether behaviour reflected profiles
- 11.30 Key principles of creativity and assertiveness - Workbook Section 7
- 12.00 Janus Step 4 “Get Creative” - paired work using Templates on individual scenarios
- 13.00 LUNCH
- 14.00 Step 5 “Magic Moments” - group work to identify and select examples to work with from individual and **TEAM** scenarios; paired work using Templates; group debate
- 15.00 Tea and Coffee break
- 15.15 Step 6 “The Grand Design” - individual scenario action plans
- 15.45 “Step 7” - Personal Development Plans
- 16.15 Making It Happen with TEAMWORK: the **TEAM** business plan; how to use lessons learned from MBTI - individually, as a team, and down the line
- 16.45 The next steps - follow up coaching plans - engaging the full team
- 17.00 Summary Q&A; brief for completion of Workshop Evaluation forms