


Bridging the Gap: The Final Competitive Frontier **Analytical Approaches to Human Problems (2-4 hours, instructor led)**

Overview

The importance of “soft skills” is widely recognized, be it the ability to influence others, keep customers happy, work well on a team, or solve difficult problems. The absence of these critical skills in the workplace is frequently lamented. We all know why we need them; we all know when someone on our team doesn't have them. Less clear, however, is how to ensure that we get them when we hire someone, or that we keep them as our group or company grows and changes.

Bridging the Gap: The Final Competitive Frontier, takes participants all the way from awareness of the problem to a suite of analytical solutions. There are no vague ideas here, no motivational speeches that sound compelling but leave doubt as to anything has changed. Instead of nebulous examples and recommendations which sound too much like the innards of a fortune, participants explore scientifically validated models of understanding human interaction, and apply them to real situations, learning from the challenges faced by themselves and those around them.

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An overview
of *Four Secrets
to Liking Your
Work*

Graduates of this seminar will...

- Develop an understanding of multiple, statistically validated tools and frameworks for evaluation and discussion of human interaction, including models which describe Behavior, Motivation, Task Balance, and Emotional Intelligence
- Learn validated approaches for selecting and motivating effective employees and groups
- Enjoy learning about themselves and those close to them as they move through the models
- Explore application of these models to hiring , motivating , employee development, and organizing for growth
- Increase self-awareness as they apply what they learn not only to their teams, but to themselves and their own relationships
- Resolve conflict effectively through use of appropriate interactive approaches
- Communicate information regarding “soft skills” in descriptive, neutral language, to facilitate the solution of interactive problems without the addition of highly charged or reactive content
- Make a specific action plan for implementation after the seminar has ended
- (In some cases) experience the power of the science in predicting elements of individual behavior

Audience and Prerequisites

This training is appropriate for professionals, content experts, project leads, and management at all levels. Useful as a broad introduction or “survey class” to many of the topics covered in other Group Harmonics, Inc. seminars. Depending upon course setup, participants may or may not be asked to complete an online assessment lasting 10 minutes in advance of the seminar. No other pre-work or prior training or experience is required.

This session is an excellent introduction to the concepts presented in *Four Secrets to Liking Your Work: You May Not Need to Quit to Get the Job You Want*, and to much of the other training content offered by Group Harmonics.