



Leverage Your Natural Talents

Kolbe Workshop
– The Freedom to be Yourself

“My definition of success is the freedom to be yourself”
~ Kathy Kolbe

The Kolbe Index

Have you ever wondered why two successful people approach the same job differently? Kolbe indexes allow you to discover individuals’ striving instincts and the actions they take because of them. Now you can know in advance what actions you can expect from your employees, how they will perform in teams and where they will be most effective in your organization. These instincts are identified through an easy to understand internet-based, 36 question index called the Kolbe index.

Kolbe has developed a method for assessing basic approaches to creative problem solving. Every human being is endowed with a set of creative instincts – the hard-wired part of us that makes us who we are. Understanding these natural attributes helps focus energy on what we do best. Each person contributes four of these natural abilities. The goal is to seek out people who complement each other through different combinations of creative problem solving methods.

Sample Index

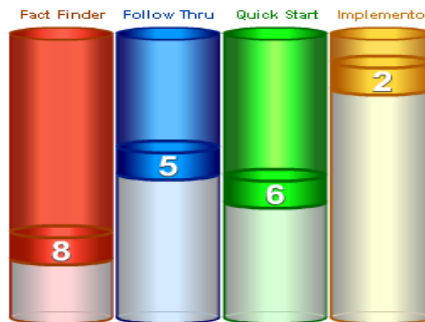
Kolbe Action Modes™

Fact Finder - the instinctive way we gather and share information.

Follow Thru - the instinctive way we arrange and design.

Quick Start - the instinctive way we deal with risk and uncertainty.

Implementor - the instinctive way we handle space and tangibles.



Participants will leave this learning session with greater clarity on their natural strengths and better equipped for working in ways that draw on their talents while reducing stress.

Kolbe gives you the power to build on your natural strengths by providing the tools that will:

- Enhance your competitive advantage by capitalizing on innate strengths
- Identify individuals’ instinctive strengths and abilities
- Improve communication and job satisfaction
- Improve team synergy to ensure long-term viability
- Maximize your Return on Effort (ROE)
- Provide the information necessary to predict and maximize performance
- Pinpoint areas of stress and prescribe solutions
- Reduce potential for conflict, strain and tension in the workplace

Facilitator - Tammie Plouffe

Helps leaders and teams who want to make an extraordinary impact and discover innovative ways to deliver great results.

Tammie is Managing Partner of Innovative Pathways in Canada working globally with large and mid-sized organizations. In addition to her consulting and training practice, Tammie has led a global brand’s product development, and has led internal Organization Development functions. She recently published articles through Harvard Business Review and has also co-authored three leadership indexes with Discovery Learning Inc.: Influence Styles Indicator, Change Readiness Gauge and Change Navigator, the Talent Trouble Matrix tool with TKB Hanna & Associates and an innovative facilitation tool called Image Insights with Multi-Health Systems. Inc.

Tammie has a B.A. Psychology from Dalhousie University and Master of Science, OD from Pepperdine University.

Logistics

- Customizable in three formats:
 1. a half day to full day workshop
 2. a workshop in a team meeting or offsite.
 3. 1:1 debrief and coaching session
- Available for individuals and groups of 1 – 100 people.
- Pricing available upon request