



TALENT MANAGEMENT ACADEMY

CIIPD - Workshop

Certified in Innovative People Development



Emotional Connectivity

C H A N G E B Y C H O I C E



- Rolf Hartung
- Dipl.-Ing. Mechanical Engineering
- NLP Master Trainer and Coach
- 20+ years of Management Experience
- Founder and Owner of Talent Management Academy
 - 20+ international Experts in Coaching, Leadership, Talent Management, Project Management, Workshop Lead and many more...



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Topics

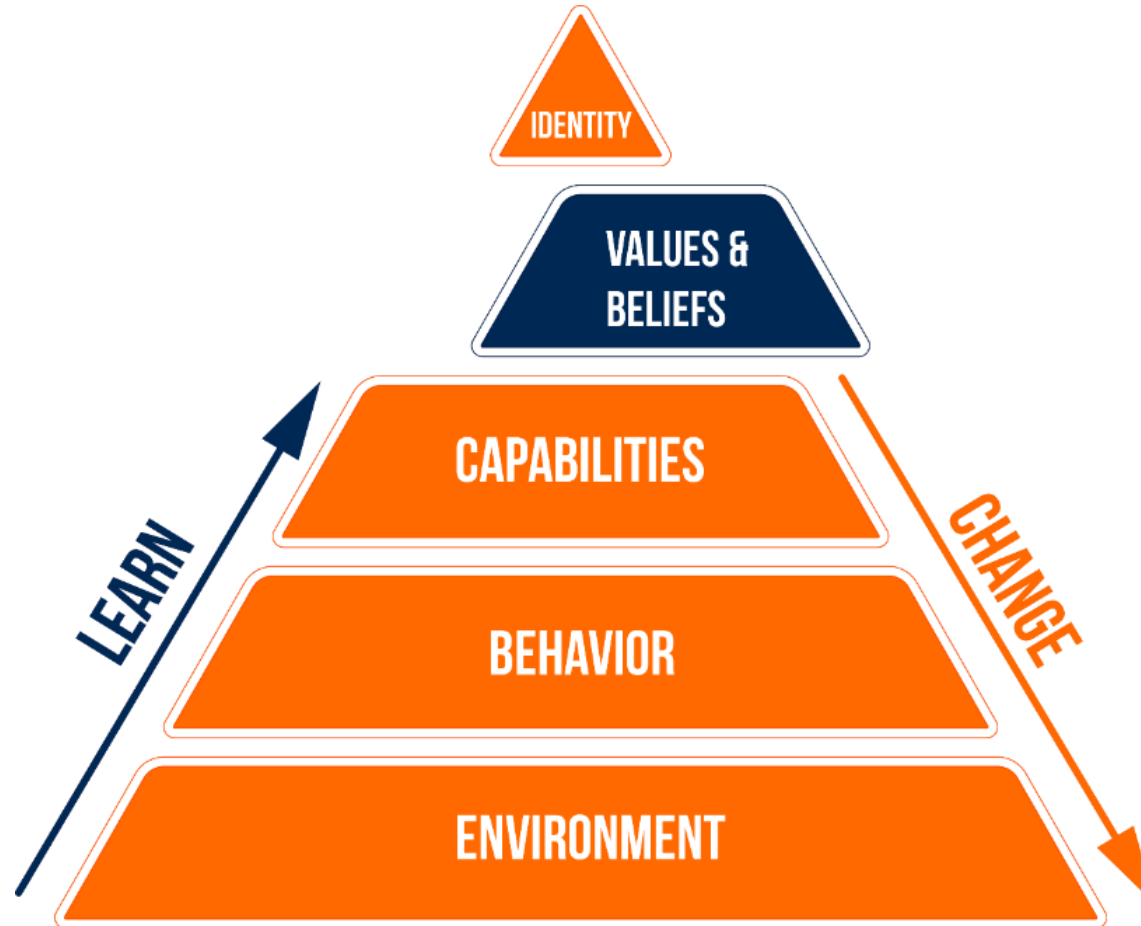
- Why learning is a hidden change
- How to use this
- Instructional Delivery Model
- Objectives
- A few tips
- Online and interactive
- Sum Up
- Q&A



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CHANGE BY CHOICE

Learning & Change



Neurological Levels of change Robert Dilts



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Modern way of People Development

Natural Development is an efficient way to learn based on peoples own knowledge and experience. The use of this process will help people to learn something in their individual natural way.

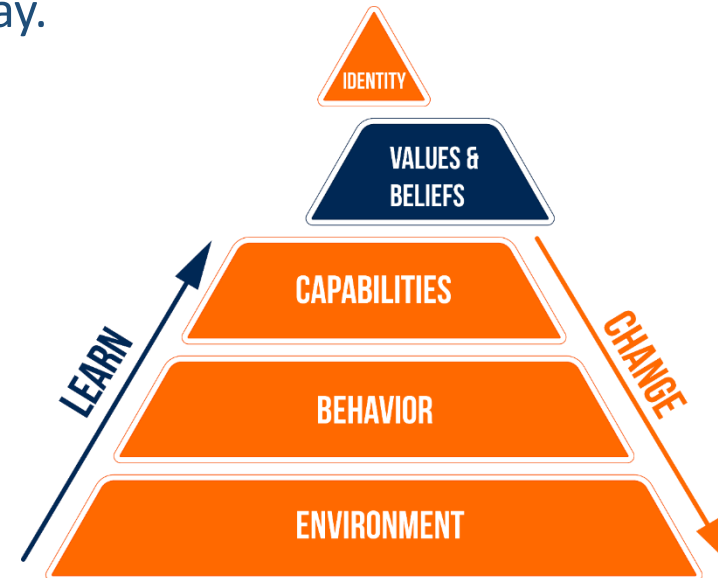
Step 1: „Open the Brain“

Step 2: Add and connect knowledge

Step 3: Own Experience, practice

Step 4: Connect

Step 5: Personal growth



Neurological Levels of change Robert Dilts

Natural Development is a combination of Workshops, Mentoring and Coaching.



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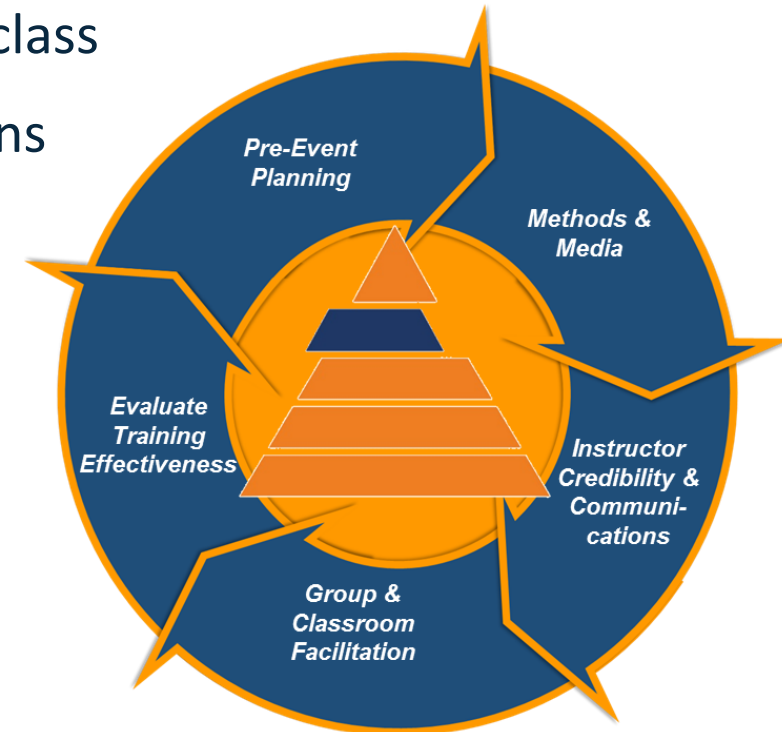
Instructional Delivery Model

Five Instructional Delivery Domains

1. Pre-Event Planning
2. Methods and Media for Instructional in class and Virtual Delivery
Instructor Credibility and Communications
3. Group and Classroom Facilitation
4. Evaluate Training Effectiveness

The Instructional Delivery Model:

- How an instructor ...
 - ... manages, organizes, and delivers ...
- ... a classroom event
 - ...before, during, and after the event.



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Course Objectives

After successfully completing this course, you will know / be able to:

- The **five critical instructor delivery domains**
 - **Pre-course planning**
 - Why is it important?
 - **Specific instructor skills**
 - Apply to enhance student learning.
 - **Methods and Media for Instructional in class and Virtual Delivery**
 - Tools for interactive virtual delivery
 - Utilize various Methods and media to increase learning.
 - Group Coaching (observe, calibrate, reflect)
 - **Student-instructor interaction**
 - Demonstrate effective application
 - **Questioning and student evaluation**
 - Apply specific techniques
- Prepare and deliver an effective 20-minute instructional module.
- Evaluate your own and others skills.



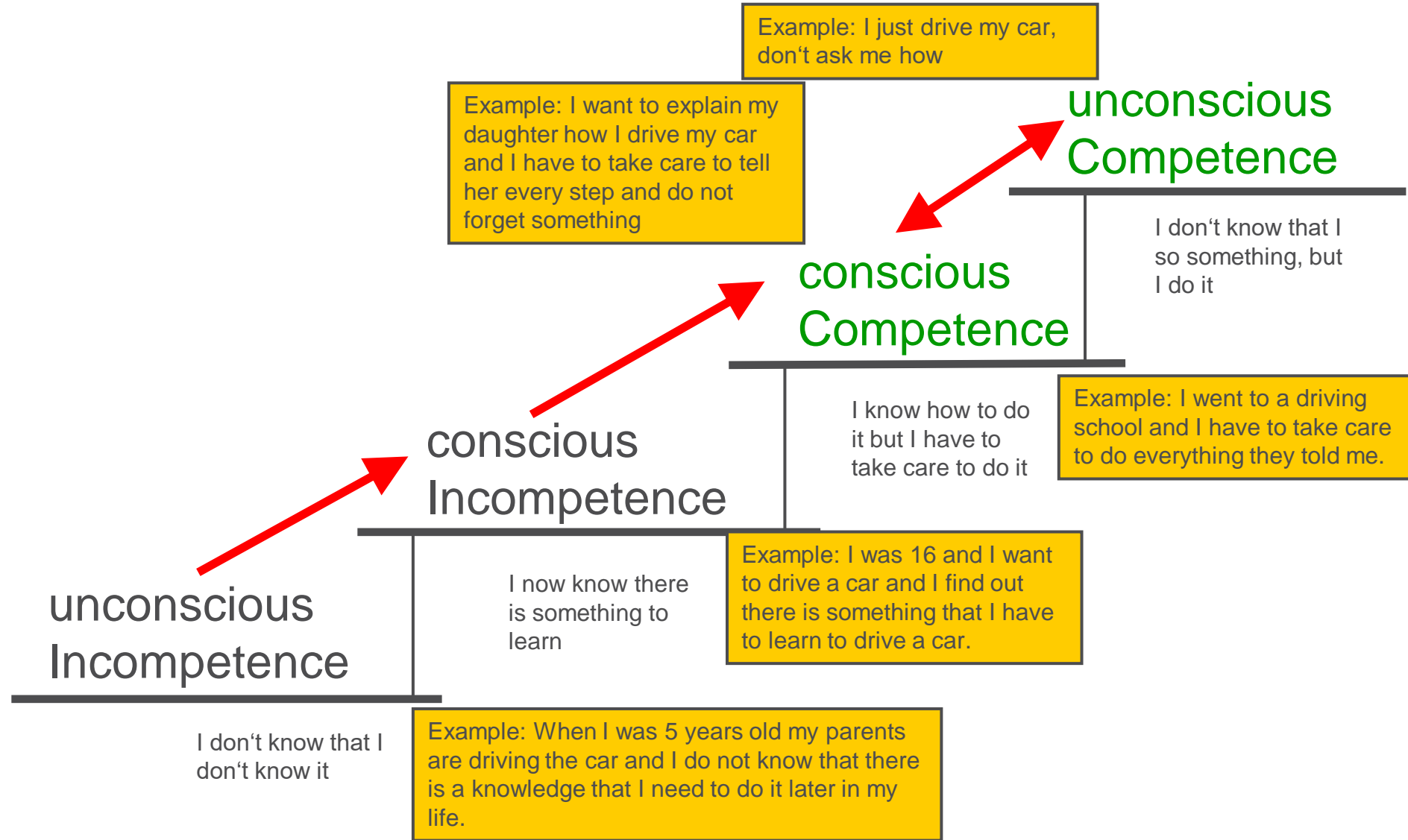
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A few Tips

Four Levels of Competence Development



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Development Feedback

Giving Feedback:

- Present as a gift
- „What have you done good?“
- „What can you do better?“

Getting Feedback:

- Open your mind!
- Listen to your feedback completely.
- Accept openly the whole feedback
No objection handling (without complaining).
- Ask questions if something is not clear.
- Make your decision later.



Say thank you, appreciate that the person is thinking about you and **take the feedback** - it will help you in the future.



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Natural Development „extrinsically“

Natural Development is an efficient way to learn based on peoples own knowledge and experience. The use of this process will help people to learn something in their individual natural way.

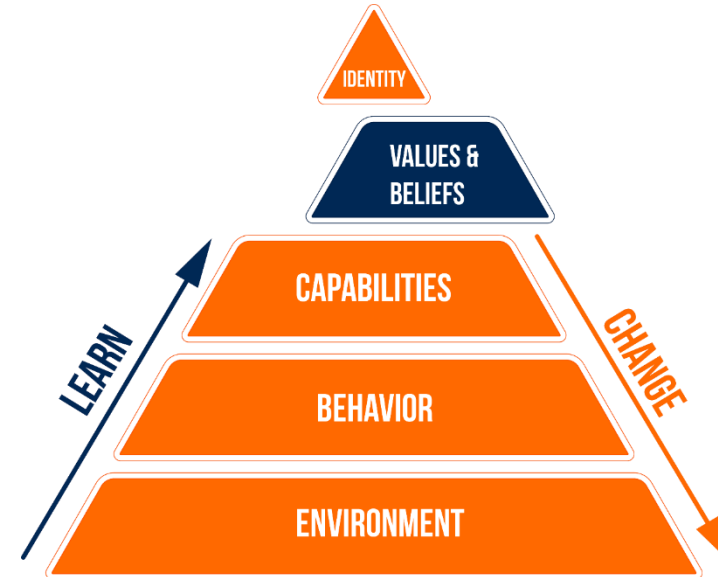
Step 1: „Open the Brain“

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Step 5: Personal growth



Neurological Levels of change Robert Dilts

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Natural Development „intrinsically“

Learning can be extrinsic or intrinsic. Intrinsic means you learn while you doing it. One way of doing this is a game.

Step 1: Explain game and goal

Step 2: Rules / Roles

Step 3: Make your own experience

Step 4: Connect

Step 5: Personal growth



Natural Development by playing together followed
by Mentoring and Coaching

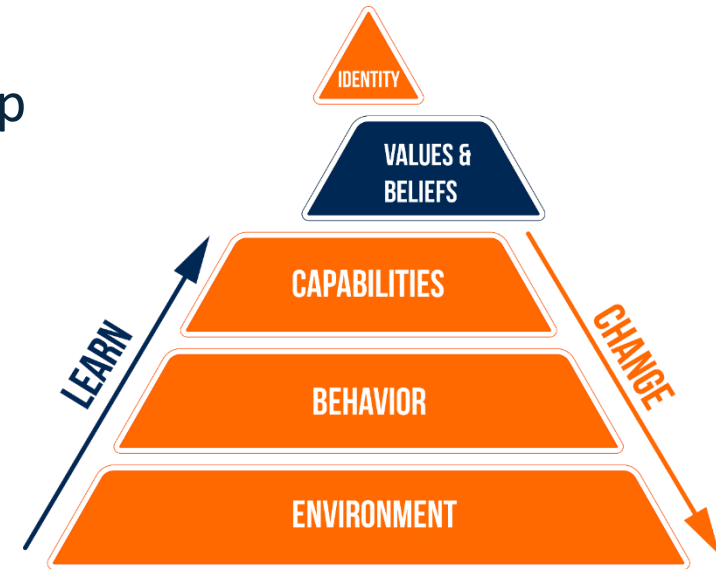


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Coaching – Individual & Group

- Observe the Participants of your Workshop
- Calibrate yourself on them
- Do not judge anybody
- No behavior is good or bad itself
- Sustainable Change happens only on the Level of Values and Beliefs



Ask questions:

- What is this behavior doing for you?
- Can you ask the group how this looks from outside
- What do you think at this moment

Sometimes they do not need to answer, they just need to start thinking about it.



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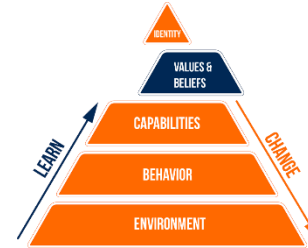
What about Virtual Practice

Tool for interactive virtual delivery



Sum Up

- Very often Learning is a hidden change
- Keep people active
- Connect with them emotionally also in virtual environment
- Let them talk first what they already know
- Connect what they know with the information you want to provide
- Let them make an interactive experience
- Let them reflect on it
- Use Coaching instead of teaching



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Q&A

