Open Enrollment 2015

“Why do they do that?”
Understanding Workplace Style Differences with MBTI
Wednesday, December 2, 2015 | 9AM – 4PM

What You Will Learn
Ever wonder why your CEO explains a new initiative in excruciating detail but never says Why? Or why that team member on your project team seems to drone on and on during meetings? Or how great it would be if your organization could stop talking strategic options and actually execute on something?

“Why do they do that?”

While it may be easier to work with others who think like we do and more fun to socialize with others who like to do things the way we like to do them….Does it create the most effective work environment or the most enjoyable social experience?

The Myers-Briggs Type Indicator® (MBTI) instrument is one of the most widely used and trusted personality assessments in the world. The MBTI assessment has helped millions of people worldwide gain insights about themselves and how they interact with others—and improve how they communicate, learn, and work together. It provides a powerful framework for building better relationships, driving positive change, and harnessing innovation.

The MBTI assessment makes Carl Jung’s theory of psychological type both understandable and highly practical by helping individuals identify their preferences in four areas. In this session we’ll explore those four areas in depth to help create an understanding of how differences can be seen as a way to move organizations and teams forward strategically and tactically, rather than as barriers to success.

Participants will each complete an MBTI assessment prior to the class. Personal results will be delivered in the session along with interactive, facilitated exercises to demonstrate the similarities and differences within the group. Additionally, participants will be introduced to Temperaments, which simplifies some of the complexities of type and--by focusing on observable, and even predictable, behavior--becomes an actionable tool for working together.

Who Should Attend
Individuals and leaders at all levels of the organization who are interested in learning how to optimize different working styles within the workplace---as an introduction to the MBTI or as a refresher for those who are familiar with the tool. Teams or work groups attending the session together may find additional benefit.

About the Instructor
Donna Byers is an executive coach for Bloch Executive Education with more than 25 years of experience as a senior corporate leader, small business owner, and independent consultant. Her experience includes a broad background in business development, retail and consumer services, financial services, executive coaching and business consulting. Clients include CEO’s, senior leaders, and executive and middle management teams with for-profit and not-for-profit organizations. Donna received her BA in Business from Ottawa University, Overland Park, KS. and certificates of completion from the Advanced Executive Management Program, University of California, Berkeley and the Human Resources Strategic Management Program, Harvard University.