



Intersol Group Ltd. is a Personal Strengths Canada Business Partner

Building Effective Relationships Transforming Conflict Generating Better Results

Have you ever observed or experienced a situation where productivity suffered because of differences among individuals? This challenge is all too common as differing work styles and conflict can lead to reduced efficiency, increased employee absenteeism and turnover. In today's competitive and fast changing environment, effective interpersonal relationships are essential to the success of individuals and organizations.

Fortunately, there are ways to improve interactions among individuals to drive higher organizational performance and generate better results. The quality of the relationships among members of an organization can have an impact on its performance: people collaborate more effectively when they understand themselves and others better and when they recognize and value each other's strengths.

Using the SDI®, individuals learn to identify and understand the Motivational Value Systems that guide their own and others' behaviour. Alone or in combination with other Relationship Awareness tools, the SDI® builds self-awareness and openness to diversity, and enhances participants' ability to communicate effectively and to deal with conflict productively.

The SDI® can be helpful in numerous contexts, including leadership development, change management, assessment of organizational culture, coaching, communication skills development, project management, conflict resolution, and team building. It is available in French and in English.

For Individuals and Teams

The SDI® tool is a personal development tool which can help you:

- Increase self-awareness
- Understand what motivates you
- Identify your strengths
- Understand yourself and others better
- Improve how you deal with conflict

For Employers

The SDI® has been used successfully by many organizations to:

- Build stronger teams
- Create a healthy work environment
- Increase performance
- Generate better results
- Transform conflict

Would you like to use this tool to develop your people, strengthen your performance and generate better results?

Our team of consultants qualified in the use of the Strength Deployment Inventory® can work with you and develop a customized solution to meet your needs.

For More Information please visit our website at www.intersol.ca or contact us:

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SDI Certification Workshops

The SDI® is a Relationship Awareness® instrument that gives organizations and individuals the tools they need to build more effective relationships. It helps them sustain those relationships - not just when things are going well, but also in conflict. Relationship Awareness is non-judgmental. It emphasizes a person's strengths in relating to others and suggests how those strengths can improve and sustain effective work relationships.

The SDI is unique because it gets at the motivation behind behaviours. Unlike "behavioural" assessments that reflect "what" a person does, the SDI will complement those instruments by helping people understand "why" they behave as they do. People are challenged to consciously choose behaviours that will enable them to influence people who think, behave and communicate in different ways.

SDI Workshops are offered for individuals, for intact and cross-functional teams, for executives and managers, and for sales and client service professionals.

The Level I and Level II SDI Certification workshops are a unique offering to prepare individuals, trainers or consultants to facilitate workshops with the SDI flagship tool.

Level One

This is a two-day Certification course which prepares individuals to facilitate workshops with the SDI flagship tool. Participants will learn the core concepts of Relationship Awareness and practice effective techniques for facilitating SDI sessions.

Duration: 2 Days
Price: \$1,295 per participant including workbook

Level Two

This two-day course is for Level I Certified Facilitators who want to take their learning to a higher level while networking with fellow experienced facilitators. Participants will delve deeper into the varied business applications of the full suite of tools, and learn advanced applications in conflict prevention, performance coaching, career management, 360-degree feedback and more.

Duration: 2 Days
Price: \$1,695 per participant including workbook

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