



# The Communication Zone™ for Leading High Performing Teams

## Brisbane Wednesday 9 September 2009

For Personality Type Facilitators  
and their clients

Here is a rare opportunity to gain knowledge from  
an international expert in Personality Type theory and practice



**Linda Berens**, founder and Principal of the Interstrength® Method, will be visiting Australia in September and running two full day workshops for Facilitators, trainers, coaches and team leaders.

Linda is an organisational consultant and has spent over twenty-five years teaching professionals as well as helping individuals and teams recognise their strengths, transcend their weaknesses, and work effectively together. Linda is recognised internationally for her contributions to the theory of psychological type and for developing user-friendly training materials for practical application of understanding individual differences. Dr Berens has authored many of the texts facilitators use as their authority and guide when working with clients. Currently her Interstrength® accreditation program is taught across USA, Canada, UK, Europe and in Australia. It provides a richness of tools and understanding which carry facilitators to an advanced level of understanding personality type.

### **The Agile Team Leader**

We each come into the world with a natural leadership style that we are inclined to use regardless of what may be required. As we gain leadership experience throughout our lifetime, we also develop a unique style based on our experiences.

Team leadership requires you to respond to the team's members and the needs of the organisation. In this time of rapid change, no leader can afford to have a rigid style. It is a core leadership skill to be agile in your style. The first step is to know your own natural style so you can use that as a platform of strength to flex in different directions.

In this workshop you will ...

- Identify your own natural leadership style as well as your developed style
- Recognise the hidden beliefs and drives that power your energy
- Identify which leadership and decision making styles are appropriate for different situations
- Engage your own style to shift it in order to meet the needs of different situations

We will use the practical Berens Interaction Styles Model of individual differences to help you lead your teams to high performance. You will receive several job resources and the popular *Understanding Yourself and Others®*, *An Introduction to Interaction Styles* and learn to use it as a guide to leading high performing teams by becoming an agile team leader.

All delegates  
8.30 - 3.00

Bonus Type related  
discussion for  
Type practitioners  
3.30 - 5.00

### **Investment per day:**

**AusAPT member**  
Early Bird: \$330  
After 3 August \$380

**Non member:**  
Early Bird: \$370  
After 3 August: \$430

10% discount (select 1):  
• 3 delegates on same invoice,  
or  
• to attend Sydney & Brisbane

To Register and receive Tax invoice  
and pre-workshop materials:  
email:  
[register@ausapt.org.au](mailto:register@ausapt.org.au)  
Phone:  
Anne Russell 0411 255 434





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**Sydney Monday 14 September 2009**

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## **Team Engagement**

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8.30 - 3.00

Bonus Type related  
discussion for  
Type practitioners  
3.30 - 5.00

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Much is said about employee engagement, but what of team engagement? How do you move individuals from being individuals to being high performing members of a team? Paradoxically, you need to motivate and empower the individuals as individuals as well as work with the *dynamics* of these individuals as team members.

Recognising and utilising individual differences is crucial in team engagement. An individual can be intensely engaged on one team, but un-engaged in another team.

In this workshop you will ...

- Identify different motivators for different individuals
- Identify the related talents that help get these motivators satisfied
- Recognise the different points of conflict on teams that inhibit the productive use of these talents
- Identify ways to encourage productive conversations to harness conflict and transform it into high performance.

We will use the influential Interstrength® Temperament Model of individual differences to help you lead your teams to high performance. You will receive several job resources and the popular *Understanding Yourself and Others®*, An Introduction to the 4 Temperaments, 3.0 and learn to use it as a guide to leading high performing teams

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