

# Making better use of internal resources

Hands-on course of 2 days - 14h

Ref.: URI - Price 2024: CHF1 550 (excl. taxes)

You will learn how to better recognise your behavioural reactions, identify your "facilitating" mainstays and regulate your blocking behaviours in order to optimise the use of your internal resources in your professional life.

## EDUCATIONAL OBJECTIVES

At the end of the training, the trainee will be able to:

Identifying your strengths and areas for development

Understand and transform your fallback behaviours

Become aware of your motivation drivers

Develop a positive, systemic vision

Transform your areas for development into actions

## HANDS-ON WORK

Exercises and role-playing scenarios with individualised analysis.

## THE PROGRAMME

last updated: 06/2024

### 1) Knowing yourself and identifying your mainstays and areas for improvement

- Understand behavioural components.
- Identify the positioning of your cerebral dominance.
- Optimise your natural resources.
- Analyse and modulate your "blocking" resources.

*Hands-on work* : Positioning and analysis of individual characteristics. Identification of mainstays and individual areas for development.

### 2) Understanding and modifying your reaction processes

- Understand your continuation cycle in the face of events.
- Manage your reactions to change.
- Minimise your defence behaviours.
- Identify your survival behaviours.
- Develop your behaviours to optimise your "growth".

*Hands-on work* : Role-playing scenarios: overcoming a delicate situation. Group debriefing.

### 3) Identifying what motivates you to act

- Identify your cerebral preferences.
- Recognise your barriers and facilitators faced with change.
- Optimise your "balance-seeking" process.

*Hands-on work* : Role play: reliving a complex situation. Group debriefing.

### 4) Developing a positive vision

- Learn to advance from "survival" to "growth" while avoiding psychological games.
- Develop your systemic analysis of events.
- Manage your emotional and rational reactions.
- Control your so-called "primary" reactions.

## PARTICIPANTS

Anyone wishing to develop their internal resources: managers, employees.

## PREREQUISITES

No specific knowledge required.

## TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

## ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

## ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@ORSYS.fr](mailto:psh-accueil@ORSYS.fr) to review your request and its feasibility.

- Encourage your so-called "secondary" reactions.

*Hands-on work : Role play: redefining your analysis and its impacts. Group debriefing.*

#### 5) Managing your evolving behaviours

- Identify your reactionary habits in order to "reprogram" them.
- Understand how neural tracing works.
- Learn to "reprogram" yourself for success.
- Optimise your development process.

*Hands-on work : Role plays: define your development contract. Group debriefing.*

#### 6) Develop your internal resources

- Define your areas for development.
- Transform decisions into pragmatic actions.
- Monitor actions and their results.
- Anchor new appropriate behaviours.

*Hands-on work : Role plays: repositioning yourself faced with an event. Group debriefing.*

## DATES

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### REMOTE CLASS

2025 : 10 Mar, 23 Jun, 25 Sep, 01  
Dec