

The
Harmony
Partnership



Working in Harmony
www.harmonytraining.com

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Myers Briggs Type Indicato

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Skills & Competency Framework Training

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Destiny is not a matter of chance
it is a matter of choice

Introduction

Welcome to this Harmony summary booklet created to offer you an introduction into business and personal learning and development solutions to improve your personal and professional goals, increase your effectiveness and overall performance.

You desire high quality learning and development instantly transferable into your business to increase productivity, effectiveness, focus and profit. Your business is our business and we will work with you to identify the best solutions and what is more - we guarantee the results!

Your first step is to call us on 01908 588142

Our Mission and Values

Our Mission is to 'Maximise Human Potential' everything we do for you is driven by our desire to develop your thinking, skills and abilities and to help you become as successful as possible in your chosen field.

Harmony therefore operates within an ethical framework and we will never offer you Learning and Development solutions unless:-

1. It has been tailored to suit your individual or corporate needs
2. It has been aligned with your corporate message, mission, or vision
3. We jointly agree Harmony are the right learning and development partner for your needs and the needs of your company
4. We can do so within a strict professional and ethical code of conduct

The Harmony Guarantee – we will

1. Spend time with you to understand your needs
2. Design learning and development products to meet those identified needs
3. Give you written feedback on the outcome of the learning event
4. Offer you a full refund if the learning and development delivery has been unsatisfactory

‘Harmony makes small things grow,
lack of it makes great things decay’ - Sallust

Our Executive Directors



Jim Lynch (MInstLM)

Jim Lynch (MInstLM) – is a co-founder of the Harmony Partnership (UK) Limited (est. 2000) with his business partner Rupert Groves. Jim has an impressive CV in learning and development, crafted in the public and corporate sectors regularly operating and supporting senior managerial and executive teams.

‘Thirty years of Corporate and public sector experience has led me to conclude we are entering a new phase in the history of worker engagement often referred to as the ‘knowledge worker era’. Recognising and acknowledging this will be ‘key’ to engaging colleagues to deliver outcomes for managers and organisations’ – Jim



Rupert Groves (FInstLM)

Rupert Groves (FInstLM) - dedicated himself to the Police Service for 30 years achieving significant operational leadership positions. Rupert has developed an enviable level of skill and competence over many years of personal and professional education as head of the Training and Development team in Bedfordshire Police. Since the late 1990's Rupert has been delivering learning and development to many corporate sector clients and in particular regularly coaches Executives and Executive teams.

‘My goal is to help leaders and managers to move past the limiting beliefs that hold them back from demonstrating greatness’ - Rupert



Harmony committed to
professional development

Individual Management Programme (IMP)



What skills and behaviours do you need to be a great leader?

- Self-Belief • Emotional Intelligence • Desire • Focus
- Passion • Influencing • Discipline • Communication
- Commitment • Initiative • Team • Proactivity

You have all you need to be great so let Harmony work with you to develop your skills and behaviours with the successful Individual Management Programme (IMP).

We guarantee you will become more focussed, more effective and achieve great results when you implement the learning from this exciting development programme. Don't just take our word for it, in recognising your achievement you will receive a Development Award from the Institute of Leadership and Management (ILM).

You owe it to yourself to be the best that you can be, so if you knew you could be even more effective, more focussed and more profitable, what would you do next?

To meet your individual learning and development needs we offer you a flexible programme to minimise time spent away from the workplace with options to suit you.



Personality Profiling using MBTI



Myers Briggs Type Indicator Discover the impact of your personality on your personal and professional life with the MBTI. An excellent personality profiling instrument with in excess of five million conducted annually offering insights into your personality driven behaviours. Harmony is licensed to provide you with Step I, Step II and Team working/Team Building analysis and to deliver fun filled workshops exploring the impact of your personality and behaviour on your colleagues and of course the impact of their personality and behaviours on you!

Your deeper understanding and awareness of your personality preferences will make you more effective in dealing with:

- ✓ Conflict Resolution
- ✓ Problem Solving/Solution finding
- ✓ Recognising and appreciating Diversity
- ✓ Performance Management

Visit
www.harmonytraining.com
for your taster of the MBTI
personality profiling process.

‘Happiness is when what you say and what you do are in Harmony’ - Mahatma Gandhi

Coaching and Coaching Skills



Executive Coaching from a Harmony coach offers you an excellent opportunity to increase your personal effectiveness and overall performance by unlocking your inner desire for success using your inner motivation and untapped resources.

You will benefit from the external perspective and challenging thinking offered by a Harmony coach supporting you in obtaining real clarity in problem solving, decision making, mediation, conflict resolution, managing stress and many more key areas.

Coaching skills development workshops. You can also benefit from the Coaching Skills programme designed to enable you and your team to develop your ability to coach another person and increase their likelihood of achieving success. On completion of this short programme you will receive a higher level Endorsed Award from the Institute of Leadership and Management evidencing your success and competence in using coaching skills.



Recognising and Valuing Individually.



Recognising and Valuing Individuality. Previously known as diversity training Harmony will support you and your organisation in raising awareness of this business critical area.

You will become even more effective by recognising and valuing the unique differences that exist within individuals through age, sexual orientation, gender, race or disability perspectives. How might different groups see your products and services? How might you begin to create synergy by seeing the world from another perspective? Harmony will support you to recognise the diverse nature of your work colleagues and your current and potential customers. Harmony has worked with many significant organisations in developing this business critical area and Harmony will support you to recognise how to explore opportunities for high levels of success both personally and professionally.

Call 01908 588142 for further information and testimonials.

Facilitation and Mediation Services



Facilitation Service: Do you require a facilitator for your next workshop; do you require clarity and focus when working through group processes and problem solving issues? If so then look no further, Harmony has developed a significant reputation for their facilitation skills and ability for objectivity.

These skills have been in much demand within the corporate sector. The ability to 'cut to the chase' and offer you a path of clarity ensures Harmony are regularly engaged in offering Facilitation services. How might they be able to support you?

Mediation Services: A natural extension of our coaching and facilitation heritage enables us to offer you mediation services. Harmony has mediated in client/customer disputes and employer/employee challenges to resolve potentially costly difficulties. Offering a third person perspective and negotiation and resolution focus inevitably leads to closure for both parties.

Facilitation Workshops



Facilitation Workshop: As an HR professional or leader and manager in your organisation you know that high quality outcomes are achieved through high quality facilitation. In this unique one day workshop you will learn the art of facilitating small and large groups to enable your colleagues to solve problems, create focus and direction, energise around a common theme and ignite new and 'out of the box' thinking.

Call Harmony for details of 'in-house' dedicated company workshops and 'open programmes'.

If you don't know where you are going
any road will get you there' - Lewis Carroll

Tailormade Solutions



Designed to meet your unique needs. Harmony was created in 2000 to offer you 'tailor-made' learning and development solutions to satisfy your needs. Harmony operates with the highest quality associates and consultants carefully selected to ensure you are offered high/best value when looking for learning and development options. In addition to the services offered within this booklet Harmony are able to offer you many other learning and development solutions, for example:-

- Appraisal Systems, design, implementation and development
 - Action Learning Sets
 - Assessment Centre design and operation
 - Bespoke/tailor-made coaching skills development programmes
 - Leadership and Management development programmes
 - Learning and development design services
 - Externally accredited learning and development
- and much more all crafted to suit your personal and professional needs.

For further details on these and any other desired learning and development you require please contact The Harmony Partnership (UK) Limited our values (pg1) will ensure that you are offered the most appropriate solution to your learning and development needs.

Learning and Development Associates



Harmony Delivery Partners offer you additional learning and development capacity when you need it most to cover additional workload or in covering absence. Let us support the delivery of your own learning and development products and training programmes by offering you the flexibility of a Harmony Associate selected to suit your organisation and your particular requirement.

For further information on learning and development associates and rates for short and long term commitments.

Please call Harmony on 01908 588142.

Some of the Clients Harmony
are proud to work with:-



A great success - a significant positive impact on all managers following the coaching sessions – British Gas Business



The feedback we have received from the Coaching workshops has been even better than we were expecting there is now a real 'buzz' about the place we are certainly going to extend this process – OC5 Teesside



Home Office

The Harmony leadership programme and the business excellence model expose real issues in team working .This is a great process for developing team working at all levels – Home Office

Can I thank you for the excellent leadership programme, the IMP. The style was refreshingly unique and the content and delivery superb – Bobst Group Limited



The IMP is a brilliant leadership programme giving real insight into modern business issues – DRS Milton Keynes

I found the coaching experience very useful, I now operate effectively in time management and dealing with the stress of others – YMCA

The coaching has led to some great results we have achieved an increase in resolving customer conflicts at first point of contact – Thank You – British Gas



Hazel Blears, Minister for Policing was extremely complimentary. The new programme is referred to as a national flagship equalities initiative – Director of Police Leadership Academy Centrex. (Harmony co-designed a national workshop for policing).



Harmony are fantastic facilitators, engaging and fun in their approach producing excellent outcomes – Director Race and Diversity - Home Office.



The Harmony Partnership

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