



Deccan Management Consultants

Mahratta Chamber of Commerce Industries & Agriculture

Deccan Management Consultants

and

Chatur Knowledge Networking

invite you for

Half Day Workshop on

“*Impact of Personality at the Workplace*”

Conducted by

Dr. Pierce Howard and Jane Mitchell Howard



on Monday the 31st December 2007

between

2.00 pm and 5.30pm

at

Hall No.4,

Mahratta Chamber of Commerce, Industries & Agriculture

I.C.C. Complex, MCCIA Trade Tower, A Wing, Senapati Bapat Road,

Pune 411 016

FACULTY: Dr. Pierce Howard and Jane Mitchell Howard

Jane Mitchell Howard, MBA, is the founder and currently the Managing Director of the Centre for Applied Cognitive Studies (CentACS), Charlotte, USA. Dr. Pierce J. Howard, PhD, is the Director of Research at CentACS. They have developed the WorkPlace Big Five ProFile 3.0. based on the NEO-PI. They are authors of “The Owner’s Manual for Personality at Work” and “Professional Manual for the WorkPlace Big Five ProFile”. Both Jane and Dr. Pierce have specialized in Team Building, Executive Coaching, Assessment and Research in Cognitive Psychology, specially regarding the Five Factor Model of Personality. Both are Professors of Organizational Development at the University of North Carolina, Charlotte. Ever since the launch of the WorkPlace in 2001, the Howards have successfully used it across hundreds of organizations in the USA.

BACKGROUND:

Organizations nowadays are faced with the challenge of hiring and retaining talent. Various HR initiatives are put in place to ensure that the selected workforce is the best of the lot. This requires careful screening, not just of the Intelligence and Skills of candidates, but also their Personality. Differences in Personality traits manifest in behavior at the workplace. They also decide how well a person can perform core job competencies. Therefore, sound knowledge of Personality is of great importance to HR professionals.

OBJECTIVE:

The primary objective of this workshop is to create better awareness about Personality at the Workplace with the prism of a psychometric instrument called, 'The Workplace Big Five Profile 3.0.'

- ✓ The workshop shall enable participants to understand the Five Factor Model in the context of the work situation.
- ✓ Sharing of insights and experiences with the use of the Workplace Big Five Profile 3.0.
- ✓ Organizations can understand the concept of the "right fit" for each job.
- ✓ Understanding the role of Personality for specific Job Roles/Functions.

METHODOLOGY: Interactive Lecture and discussion

FOR WHOM:

This workshop shall be useful for all professionals to gain self awareness and understand individual personality differences. With the Competency Capacity Analysis Report one can also know how to leverage his/her strengths at the workplace. It shall also facilitate decision making about Selection, Promotion, Team Building, Leadership Development, Coaching, Conflict resolution etc.

FEES: Rs.500/- for MCCIA members & Rs. 600/- for Non Members
(includes Cost of course material, Tea and Snacks)

REGISTRATION:

Please send your nominations along with Cheque/ Draft drawn in favour of:

'Maharatta Chamber of Commerce Industries & Agriculture' to:

Shri. Shrinivas Rairikar

OR

Shri. Shriram Joshi

Senior Director

Assistant Secretary

Maharatta Chamber of Commerce Industries & Agriculture

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