



WINNING TOGETHER WITH KOLBE

Are you using your **NATURAL ENERGY** and **TALENTS** to create the best **POSSIBLE RESULTS**? Or do you **FORCE YOURSELF** to do things in a way that goes **AGAINST YOUR GRAIN**? Kolbe **MAXIMIZES THE PERFORMANCE** of your organization by freeing people to use their **INSTINCTIVE TALENTS** and harnessing those talents to **DRIVE PRODUCTIVITY**.



UNDERSTANDING KOLBE

YOUR KOLBE PROFILE MEASURES THE WAY YOU NATURALLY GET THINGS DONE. KOLBE TEACHES YOU HOW TO ACHIEVE MORE, BUILD A COLLABORATIVE TEAM, UNDERSTAND YOUR CUSTOMERS BETTER, AND EVEN HAVE AN IMPROVED FAMILY LIFE - ALL BASED ON DOING WHAT YOU DO BEST.



With Kolbe training and coaching, you can:

- Uncover the natural ways your team members take action
- Understand how each person's instinctive talent affects team dynamics
- Select the right people for the right jobs
- Reduce stress in your workplace
- Enhance your communication, coaching, and mentoring skills
- Provide the highest probability for team success

Supplying the Missing Piece

Assessment tools have historically focused on measuring IQ and personality. But something has been missing. IQ scores are influenced by opportunities to learn; being smart doesn't necessarily predict success. Personality traits are situational; people who get along don't always accomplish team goals. The missing piece is instinct. Instinct is the power behind our actions and the source of our mental energy. Assessing and understanding the instinctive ways your team members act creates a less stressful work environment where they are more satisfied and more productive. Kolbe is the only tool that measures the observable behaviour produced by instinct.

KOLBE TEAM SUCCESS WORKSHOP



1 The Kolbe A Index

Participants are sent a note from the leader that explains the purpose of the workshop. They're asked to complete their Kolbe A* Index (also known as their Kolbe profile). Reach Capabilities then sends out personalized links to an online questionnaire that takes about 20 minutes to complete. When participants are finished the questionnaire, they can instantly view their results.

2 Phone Interpretations (optional)

Reach Capabilities conducts one-on-one phone calls with each participant selected by the team leader. In these interactive 30-minute calls, we provide a confidential and detailed interpretation of the person's Kolbe profile tailored to their needs.

3 Team Assessment

The team leader receives a productivity report that outlines the diversity of talent and natural energy in the work group. We identify potential communication and team performance issues and provide recommendations for improvement. And we help the leader separate Kolbe-related issues from other team dynamics.

4 Team Success Workshop

The half-day interactive workshop covers concepts and exercises to help participants understand and use Kolbe effectively:

- An overview of Kolbe and why it's important
- What team productivity means in Kolbe terms and the nuances of team culture
- The advantages of using the diverse talents of the group
- How to use Kolbe to tailor communications for optimum effectiveness
- Ways to improve your coaching and mentoring using the Kolbe coaching guides
- How to link Kolbe to existing tools and methodologies already in use within your organization

SUSTAINING THE LEARNING

Workshop Resources

Each participant is given a set of useful take-away tools to enhance the workshop experience and bring the learning back to everyday life. In fact, don't be surprised when you start to hear a whole new language in your daily conversations. People typically embed the Kolbe wisdom in their lives as they communicate, problem-solve, and learn to embrace their diverse talents. The workshop is a launching point to sustained understanding and action.

Supplementary Kolbe Products and Services

Expand the knowledge of Kolbe and extend the ROI. Choose from a suite of additional tools and programs to improve hiring, coaching, career navigation, and team productivity. For more information or to book a future refresher session, contact inquire@reachcapabilities.com.

