



## Annotations

### CROSS BORDER SEMINAR

#### METHODS, TECHNIQUES AND TOOLS TO DIAGNOSE COMPETENCES

WARSAW, 2013

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| <p><b>Name of the workshop</b></p>  | <p><b>“Coaching tools in diagnosing competencies and potential”</b></p>   |
| <p><b>Name of the expert and short description of professional background</b></p> | <p>Eliza Jarmołowicz-Zalewska</p> <ul style="list-style-type: none"> <li>• Over 8 years of experience in human resources management, including competence &amp; potential diagnosis in recruitment processes, talent identification, evaluation and development of people (interviews, assessment &amp; development centres, 360° evaluation).</li> <li>• Over 3,5 years of coaching experience, letting people discover &amp; maximize their potential when it comes to career, running business, professional relationships, leadership &amp; management style.</li> </ul>  |
| <p><b>Description of the workshop</b></p>   | <ol style="list-style-type: none"> <li>1. Coaching basics – 15 minutes introduction to the rules necessary to make the process successful (client has all the resources, client knows what’s best for him – he’s master of his own matters and all the content comes from him, he’s creative, wise, there is partnership, trust, acceptance, presence and engagement)</li> <li>2. Exercise 9 Lives –             <ol style="list-style-type: none"> <li>a. explanation (5 minutes)</li> <li>b. demo in the centre (10 minutes),</li> <li>c. working in 2s or 3s. (20-30 minutes),</li> <li>d. summary (15 minutes).</li> </ol> </li> <li>3. Exercise Telling stories –             <ol style="list-style-type: none"> <li>a. choosing volunteer,</li> <li>b. listening to the story (5- 10 minutes) – focusing on competencies and characteristics, as well as motivations and values,</li> <li>c. discussing what everyone else has heard (15-20 minutes)</li> <li>d. summary (5-10 minutes)</li> </ol> </li> <li>4. Summary of the training – conclusions and what they take with them out of that training (10 minutes)</li> </ol> |
| <p><b>Technical requirements</b></p>  | <p>Seats in U shape,<br/>Some additional space in the room for the Flipchart &amp; markers</p>  |