

Based in UK, Spain and Middle East, SCT unleashes your potential for smarter results. Biographies of all our trainers their experience, locations and languages and so much more can be found on the website: [www.smartcoachingtraining.com](http://www.smartcoachingtraining.com).



KHDA/Actvet Certified

## Building a properly Diverse Team

**A team is a collection of people brought together for a specific purpose This may be continuous or for a specific limited time. Teams deliver better results if they are diverse – not only by location, gender, age etc but also by cultural diversity and behavioural diversity. Find out how**

Smart Coaching & Training is offering this two day public course delivered by SCT's experienced trainers. Can be delivered in person or remotely.



VaughanTown team building 2017 Spain- by David Rigby

A team is successful when the participants agree on its purpose, the right participants are in the team, and those team members know themselves and their colleagues and communicate well with them.

Belbin recommends diversity of character, and many tools advocate the benefits of mixed ethnic groups, with many teams often being global. Diverse teams may produce better results - but only if the team members communicate effectively. Even if the team is in one location with one ethnic group, people are individuals and communicate differently.

Behavioural Profiling is an internationally recognised tool and approach to understanding self and how you relate to others, providing interpretation and guidance about how you are, your good points and ways of improving. In this course we use the product C-Me Colour Profiling.

### What you will learn

- ✓ What is a team?: self-awareness, communications, Johari Window
- ✓ The Ideal Team: Myers-Briggs, Belbin, Tuckman's storming, rapport, change resistance, skills to tasks
- ✓ Diversity: how many types and why it's a winner, multi-cultural communications
- ✓ Emotional Intelligence: impression management, intentional change, personal branding
- ✓ Communication challenges: understanding yourself and relating to others.
- ✓ Colour Wheel: building teams, practicing communication across colours.
- ✓ Recruitment: using preferences to recruit; selecting ideal colour characteristics, targeted interviewing
- ✓ Using Behavioural Profiles to identify roles, personal brand and build teams
- ✓ Effective Communication: Neuro Linguistic Profiling, rapport, VAK, influencing, body language.
- ✓ Behavioural profiling based dialogue: elevator speech, questioning, listening, conversations, emails, phone.
- ✓
- ✓ Each delegate will receive



colour profiling

report on Behaviours

**Smart Coaching & Training Ltd**

Whatsapp and UK +447788425688 +34 644773910 +971 5 566525970

[info@smartcoachingtraining.com](mailto:info@smartcoachingtraining.com) [www.smartcoachingtraining.com](http://www.smartcoachingtraining.com)

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### Your Trainers



Randa Shanableh is a bilingual IT and Soft Skills trainer and coach. a founder of Focus

David Rigby has over 30 years' experience of management consulting, training and coaching.

*My compliments to the trainer for his ability to deal with the challenges of a multi-cultural class. Ammroc Abu Dhabi*

*I am very lucky to have met such a brilliant woman, Randa was one of the most efficient and capable trainer and coach to handle such projects. Jordan*

*David is a very effective educator, coach and speaker. His delivery is very engaging, and he presents in a way that everyone could understand. Abu Dhabi University*

*My staff qualities have been finely polished at the hands of Ms Randa Shanableh, a great craftswoman, dedicated coach, passionate, evolutionist and creative' London*

*It's great to feel your energy and to know the myriad talents you use to develop people. Inspiring!! Coach Barcelona*

*Very good course, very good facilitator. Congrat Mr David. Kuala Lumpur Electric*

*You had the best delegate engagement of all the presenters. ADNOC Abu Dhabi at Kuwait Change Management Conference*

*David ran International Certification in Advanced Leadership Skills leveraging a unique interpersonal style that made fun learning. Braincraft Ghana*

*David triggered the giant inside me. Qnet Kuwait*

*You can learn from him just by listening to him speaking. Rolaco Jeddah KSA*

*Delivery was fantastic/ delivery was exceptional. Leoron Delegates Dubai*

*It was very enlightening to understand myself more as a professional and understand my team better to support and enhance their skills. Al Tayer Dubai*