

 **Balance Training**
Course Offerings

Coaching & Consulting

Project-specific interventions, available as one-on-one or group interactions.

Coaching for High Performance

Effective Leadership Skills for the Achievement of Organizational Objectives

Coaching as a means to performance improvement is the focus of this workshop targeted for supervisors and managers. This engaging and thought-provoking full-day session includes lecture, discussion, role plays, and case studies. Topics covered include:

- Leadership and Empowerment
- The Art of Coaching: Definition, Benefits, and Functions
- Providing Feedback that Builds Better Results
- Meeting Needs: The Fuel that Drives Performance
- Shaping the Climate: Conditions that promote High Performance
- Bringing Out The Best in Others

Strategic Planning Retreat

Where You Are, Where You Want to Be, and How to Get There

Where do you go to find out where you need to go? To a strategic planning retreat. Leave the confines of corporate life and venture into the unknown. Find out where you are, where you are going, and how to get there. This energizing and practical workshop utilizes the following tools in the search for the possible future:

- Concept Mapping
- Metaphoric Journeys
- Scenarios
- Questioning Assumptions
- Music as Metaphor
- The Value of Embracing Uncertainty
- Identifying Values and Mental Models

Successful Facilitation

Helping Groups Succeed

Facilitation is the art of helping people help themselves. It involves guiding people toward a common goal and empowering them to achieve it. A skilled facilitator can be equally effective with individuals, with groups, and with organizations. It's just a matter of degree. This interactive and experiential program helps facilitators build their skills in the areas of communication, group dynamics, process awareness, motivation, and influencing.

Team-Building Excursions

Reaching Your Goal Together

Travel provides a wonderful opportunity for learning and for personal growth. The unknown and the unusual are triggers for enlightening experiences. Through

structured journeys in both the physical and metaphorical world this workshop provides teams the means and the opportunity to work together toward a common goal.

Thinking Styles Assessment

Thinking Preferences: Personal and Team Implications

Thinking styles are so fundamental that one can easily overlook their profound influence on teamwork, innovation, communication, persuasion, and virtually every other key determinant of business performance. The Herrmann Brain Dominance Instrument (HBDI™) measures a person's preference both for right-brained or left-brained thinking and for conceptual or experiential thinking.

Easy to grasp, the HBDI results are presented in a full-color visual profile, including explanation booklets that walk the participant through the information and the implications it has for professional effectiveness. An advantage of the HBDI is that it not only depicts individual profiles, but can visually display the composition of groups, teams, and organizations.

eni offers the HBDI profile in paper and web-based formats, as well as a series of workshops to maximize individual and organizational learning.