

Gain insights into how you can use PI to develop employees and managers – both on a day-to-day basis and when it comes to building a systematic approach to development.



### INTRODUCTION

- If your organisation is good at challenging and developing your employees, you will attract ambitious people.
- The wish for and the need to learn new things and develop yourself are of great value to employees, and maybe even more so among younger generations.
- With PI you have a tool with great potential and an obvious platform to organise your internal development from.
- In this course we will focus on how to use PI to clarify motivational drives, self-awareness, communication style and much more – all related to development.



### TARGET GROUP

- This course is relevant for anyone working with employee or manager development, including company owners, managers, and HR professionals.
- Basic knowledge of PI is a prerequisite.



### YOU WILL GET

- Inspiration for business- and customer-driven development
- Insights on how to create synergies between the strategic perspective and individual motivation
- Ideas on how to approach development in a systematic manner
- Methods for identifying and making the most of ad-hoc development opportunities
- Knowledge on how dialogue and questioning can motivate development
- Familiarity with the INSPIRE reports in the PI Software that are relevant for internal development



### CONTENT

- Development talks (MUS) that add value to the business and the individual – suggested concepts
- Planned and un-planned development – and are you always supposed to seek development?
- Daily development and what affects motivation
- When and how humans learn and grow
- Checklists and check boxes or free spontaneous dialogue ... or all of it?
- Performance vs. potential and why they should not be confused with one another
- Goals or tasks?
- Training and development – what's what and who is responsible?
- On the job-training and mentoring
- Suggested structure and different types of questions in development dialogues (MUS and day-to-day)
- Short-term and long-term development/career planning
- How to balance support and challenge



### TRAINER

Kirstine Hanghøj has worked with organisational development, HR and leadership development for more than 15 years. She has worked for international consultancies and is now part of Humanostics. Kirstine is a trained designer specialised in behavioural design, process design and concept development. Moreover, she is a trained process facilitator and a certified coach and has worked extensively with individual coaching and team coaching. Kirstine has been a manager herself, has been part of an executive management team and has coached numerous managers.