



IPE

INCREASING PERSONAL EFFECTIVENESS®

PARTICIPANT OBJECTIVES & OUTCOMES

- Increase personal accountability for behavior
- Understand how choices impact performance
- Acquire skills for improving confidence, team cooperation and communication
- Resolve problems and disagreements assertively
- Achieve goals resulting in growth, change and increased effectiveness

TARGET POPULATION

- Individual contributors
- Team members
- Middle managers
- Supervisors
- Any individual who has to work with others to get a job done

ORGANIZATIONAL OUTCOMES

- Increased employee accountability for performance and results
- Improved individual performance through learning initiative
- Increased productivity through conflict resolution
- Enhanced customer responsiveness and satisfaction
- Results from self-directed teams
- Organizational changes through empowered individuals

INSTRUCTIONAL DESIGN SKILL CHECKS

- Awareness information presented in a variety of ways for skill building
- Knowledge examples and models to learn and demonstrate each skill
- Practice activities for application of each skill
- Success / encouragement / feedback from self, co-participants and facilitator for confidence building
- Habit integration through goal setting
- Behavioral self-assessment
- Manager pre- and post- course behavioral assessments



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