

Institute of PROFESSIONAL PSYCHOLOGISTS



Capacity Building Programs for the Corporate Sector

From Cold to Redhot

Transform your Human Resource into
a competitive business asset

The Institute of Professional Psychologists provides innovative, responsive, and accessible professional development programs that support the organisational mission, and increase employee effectiveness.

Tailor-made programs are available to suit all levels - from entry level to the top management!

With all our programs we pay particular attention to the psychological aspect of effective learning. In addition to providing specific individual skills, we offer programs on *Organisational Attitudes and Behaviour*, *Stress and Well-Being at work*, *Work Motivation*, and *Leadership* to name a few.

Throughout the history of the scientific study of work, researchers have tended to use a paradigm or approach that is guided by "rationality". Thus, the experience of work is often portrayed through reasoned, analytic concepts, as witnessed by task statements, job specifications, goal objectives, and the like. However, as anyone who has ever worked in an organisation can attest, "emotions are an integral and inseparable part of everyday organisational life".

It is the feeling and expression of emotions that make us human. In other words emotions influence work-related behaviours. All our training programs and workshops are designed and conducted with this concept in mind.

All of our workshops are customized for the participants. The titles of workshops listed below are standard workshops. Additional workshops are available upon request. Workshop content may be combined or modularized at the client's request.

- Leadership for Staff Personnel: Getting Things Done When You're Not in Charge
- Leadership Education and Development (LEAD)
- Leadership at the Organizational Level
- Leadership for the New Millennium
- Team Management Training
- Business Ethics
- Mastering Change
- Managing Time
- Motivation
- Conflict Resolution
- Attitudinal Change
- Supervisory Roles in Coaching and Counselling
- Using psychometric assessment in Organizations
- Enhanced Interpersonal Communications
- Essential Skills for Team Success
- The Learning Organization
- Creativity in Business
- Dealing with Difficult People
- How To Be a Great Communicator
- The Role of the Leader in Mentoring
- Strategic Planning and Team Building for Mission Accomplishment



Our methodology is based on the concept that if behaviour change is desired, then the learners can best acquire new behaviours by trying them in realistic situations similar to those faced on-the-job. The situations we offer provide the learners the opportunity to experience, observe, practice, and obtain feedback about actual behaviour. Generalizations and hypotheses can thus be tested in action (trial by fire) and the learners can translate their knowledge to their own experience.

An experiential training approach is especially useful when the behaviours to be acquired are to be applied in situations that cannot be specified in exact or certain terms. Since leadership contains a high degree of uncertainty, "textbook" solutions cannot be specified independent of cause and effect; each problem situation is different, so no "cookbook" solutions are offered.

Executive Leadership Skills

Executive leadership skills training provides practice and helps participants acquire a variety of additional behavioural skills which will enable them to handle and solve any organizational or leadership problem more systematically and more effectively.

Because most problem situations are so unpredictable and uncertain, training in the skills of leadership and management has too often been theoretical and non-behavioural. As a consequence, most individuals seem to rely on their own opinions or personal experience when confronting leadership problems. This appears to be especially true for senior leaders who have already spent many years solving leadership problems during their career. But almost all senior leaders will admit that their skills were mostly learned haphazardly and inefficiently through modelling others or by trial and error.

Since most organizations usually allow for few mistakes, trial and error learning has had its costs. Fear of embarrassment and/or over-reactive evaluation has caused many aspiring leaders to stop short of their full potential.

In contrast, the training approach we use provides the aspiring leader with the opportunity to learn leadership skills efficiently. The feedback-rich environment enhances learning; evaluation can be accepted and mistakes can be used to learn from rather than to run from.

One / Two-Day Workshops specially designed for Corporate Executives

- The seven keys to unlocking your creativity
- The techniques of creating a positive mental attitude
- Creating and maintaining a creative state of mind
- How to have vision
- How to motivate yourself and others
- Overcome fear of failure and break through blocks
- Learn Mind-Mapping and use it to improve memory
- Think up brilliant ideas and plan perfect presentations
- How to set up and maintain a complete goals programme
- Problem solving techniques
- How to conquer fear of failure
- How to escape from a rut
- How to be excited when you don't feel like it
- How to increase your creative IQ and discover your hidden talents

For further information-
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