



“Me and my Shadow”

Managing Behavioural Impact



“Shadow Behaviours” are often described as those that appear as a result of stress or pressure, often having an undesired impact on those around us, inhibiting our leadership potential. Quite often described as “blind spot” behaviours that others see that I don’t.

Overview

This session is designed to provide participants with a challenging opportunity to explore and understand their own feelings and emotional states and get to know those that can be of real workplace value and those that can disempower them as leaders.

It will provide an opportunity for participants to identify and acknowledge their key shadow behaviours, which inhibit their leadership potential, and to provide strategies to deal with them.

This challenging, yet non-threatening, session draws heavily on theatre-based learning activities and experiential learning methods framed within a holistic neuroscience and workplace perspective.

Areas covered include

- Understanding the power of emotions in the workplace, both positive and negative
- Expressing emotions and perceiving emotions in others
- Harnessing our passions at work
- Understanding the biology of an emotional outburst
- Identifying and managing emotions in self and others in the workplace
- Identifying emotional responses and behaviours under stress in others and self
- Identifying “overdone - strengths” which can have a negative impact
- Liberating shadow behaviours through exaggeration and role-play
- Forming new patterns: preventative and moderation strategies for change
- Managing stress in self and others
- “Calming the Mind”: The value of exercise, relaxation and meditation to manage one self.

Training Methodology

The training session(s) will draw heavily on a series of enjoyable yet challenging interactive exercises, using **experiential learning** techniques, individual performance practise and personal coaching to highlight behavioural issues related to the way we communicate and to assist in bedding down skills.

Most learning activities draw on the fundamental techniques that actors use to develop self-confidence in expressing themselves, self and social awareness of ones impact, and emotional self-management. They allow the participant to experience more “insightful moments” when developing new skills.

Reflection

Participants will be given ample opportunity throughout the session to reflect on their responses to learning, practical experiences and relevant applications of material and skills introduced.

Written Materials/Keeping a Record

Theory and written materials will be provided in a participant workbook, which will also provide specific areas for participants to keep a record of responses to activities and allow them to develop an action plan.

Video Feedback

Video is used to record interactive portions of the session, providing powerful and immediate feedback for participants to reflect on to begin the action plan process.

Scope:

Sessions can be tailored to the specific needs of a group or organisation and can include all or specifically chosen elements from the above. The sessions can be delivered as a stand-alone workshop of a half day, one or two full days duration, or broken up into a modular format and inserted into leadership development programs