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learn and develop

## The human condition

transform the way your people relate to each other

### Programme summary

#### It's always nice to be heard - but sometimes it's more rewarding to listen...

We all like to express an opinion and think we have that elusive personal quality - good judgement. Over the years, this combination has fired some pretty heated debates. But what if, in order to succeed, we had to compromise our own opinions; to what extent are we willing to sacrifice what we hold dear? The Human Condition will put that conflict to the test: our *desire* to influence against our *reluctance* to change.

This short, high-impact programme challenges each participant to question their own preconceptions and forces them to give and take a little on their views in order to succeed. Each programme presents observations about how we relate to each other and the methods used to achieve our aims. Delivering memorable insights into belief systems, levels of flexibility, interaction and consensus.

#### Each tailored session can be used to support the following core skills:

- Listening skills
- Collaboration
- Communication
- Positive decisions
- Providing direction
- Team working
- Results orientation
- Change management
- Persuasion and influence



## Who is it for?

Beneficial for both developmental and selection purposes. Great for new work groups and virtual teams. Assists with role transitions and evolving job requirements. Can be used to enhance team meetings, forums, staff representation groups and to strengthen interpersonal communication.

### Learning outcomes

#### By the end of this session, you will be able to:

- Balance personal motivations and wider organisational requirements.
- Demonstrate effective ways to encourage contribution using focused listening.
- Identify methods to eliminate resistance and minimise conflict.
- Recognise when and how to accept the opinions, values and needs of others.
- Exercise positive influence by building new allies and enlisting support.
- Distinguish between majority decision-making and consensus.
- Identify the main sources of leverage during collective discussions.
- Successfully navigate your way through a challenging group discussion, requiring you to express your views and opinions in a clear and forthright way.
- Build cabinet responsibility and promote long-term ownership of agreed outcomes by all parties.

Coverage can be tailored to your own work situation and run either as a high-impact stand-alone session, or as part of a larger programme on group dynamics.

### What else do I need to know?

Half day programme.

Part of the **Communicate and Connect** suite of programmes.  
Links to: **The Language of Work, Listen Up, Applied Body Language and How am I Coming Across?**

To find out more, or discuss your requirements please contact us:



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