

Training Title: Metaskills for Effective Team Building

Organization: Six and a Half Consulting

Description:	<p>In order for an organization's culture to thrive, six and a half ingredients are necessary (Emotional Intelligence, Healthy Conflict, Trust, Purpose, Values-based Communication, Collaborative Eco-Systems, and the ability to both observe and participate in all of these things at the same time — the half!).</p> <p>Metaskills refer to individual or collective skill sets that enhance the performance or outcome of individual skills. In this workshop, participants will co-define what 8 to 10 research-based metaskills (like collaboration and democracy) mean in the context of their own organizations and how using them will enhance the performance and outcomes of the aforementioned six and a half. Since Trust is the underpinning of all healthy relationships, this module builds on the skills learned in the "Creating Trust in the Workplace Module".</p>
Defined Instructional Objectives:	<p>At the end of the course the participants will have gained powerful reframing tools to be able to (re)view a variety of business problems with new perspectives, creativity and pro-activity.</p>
Measurable Learning Outcomes:	<ol style="list-style-type: none"> 1. Increased empathy for newly co-created human system 2. Hands-on experientially based learning that embodies the question: "how do I know and how can I be sure?" 3. A deepening of team relationships based on shared understandings and new perspectives 4. Greater relationship building skills across departments and functionalities 5. A more agile mindset 6. Creative problem solving skills 7. Enhanced critical thinking skills 8. How to use metaskills to emerging team issues and misalignments so they can be proactive involved before they become problems 9. Participants will develop tools for looking at challenges through a new lens of possibility.
Course Components:	<ol style="list-style-type: none"> 1. Defining metaskills 2. How to use them to create new understandings 3. Perspective building and understanding 4. Positive Inquiry 5. Aligning metaskills with purpose and values
Assessments Methods:	<p>Verbal understanding of concepts and written reflection (worksheets), completion of self assessments; direct observation of application of acquired skill sets.</p>
Delivery Methods:	<p>In person one to one and group training sessions, goal setting worksheets, exercises, active/empathic listening templates, progress tracking</p>
Format:	<p>This training is offered in person one to one, group, or by Skype/Facetime and can be adapted to partnerships and teams.</p>
Duration/Schedule:	<p>The training is based upon 8 hours of individual and group sessions over a period of 4 to 6 weeks.</p>
Attendees:	<p>1 to 10</p>

Completion Requirements:	Participants are required to complete 8 hours of training plus and additional estimated 6 hours of project homework.
Course Fees:	This full day training for up to 20 attendees costs \$8500 plus GST. Included in these fees are 10 hours of individual training to be used at clients discretion with attendees.
Training Facilitator Credentials:	Casey Miller has more than 15 years experience in leadership roles and leadership training across the public, private and non-profit sectors. Over the span of his career, Casey has served as a facilitator and trainer in domestic and international enterprises, helping organizations reach their potential through research-based organizational psychology. As a the President of Six and a Half Consultant, Casey works as a business coach, trainer, and facilitator, designing and instructing leadership and management trainings to many Vancouver-based businesses and organizations, including Culinary Capers, Half Moon Yoga, Xeva Mortgage and Northwest Atlantic.. Casey is also a frequent speaker at the Westside Schools and various trade associations in the lower mainland, including PMIBC, HTFPBC, and HRMABC. Casey is also an external consultant with the YMCA Youth Employment Program facilitating business coaching and skill development for young entrepreneurs. Casey holds a masters degree in Public Administration and another in Theological Studies from Harvard University.