



Management Consulting

Predictive Index®

Assessment & Development

PREDICTIVE INDEX MANAGEMENT WORKSHOP™

REGISTRATION INFORMATION

To register for the Predictive Index Management Workshop™: Please complete the form on Page 2 and email to Lex Sutton at lsutton@augurinc.com. Once we receive your registration form, we will send you an acknowledgement letter to confirm your enrollment. Enrollments are accepted on a first-come, first-served basis. Many of our sessions fill up quickly, so we suggest an early response.

Tuition: Tuition for this workshop is \$2,400 per person. Tuition rates include attendance at the Workshop, three e-learning modules, course materials, and food and beverages at breaks and lunch.

Payment Policy: Payment is due in advance of the Workshop. Credit Card payment (V, MC, AMEX) is preferred, although Attendees may pay by check. Checks should be made payable to Augur Inc. and mailed to Augur Inc. at 364 Main Street, Bedminster, NJ 07921.

Substitution and Cancellations: All cancellations received at least 7 days prior to the program will be credited for one year toward attendance at a future PI Management Workshop™. Please note that if cancel with less than 7 days' notice, or you do not cancel and do not attend, you are still responsible for payment. Substitutions may be made at any time.

Seminar Location: Augur Inc., 364 Main Street/US 202, Bedminster, NJ 07921 (*Directions on page 4*)

Seminar Time: 8:30 AM to 4:30 PM (*continental breakfast begins at 8:10 AM*)

Hotel Accommodations: Please see page 5 for recommended hotel accommodations

Bring to Meeting: We recommend you bring a laptop computer so that you can learn how to manage your PI records in your company's accessPI™ database.

*** For a complete listing of Augur programs, please see pages 6-7 ***



ABOUT THE PREDICTIVE INDEX MANAGEMENT WORKSHOP™

The Predictive Index (PI) Management Workshop utilizes discussions, examples and exercises from your own organization's experiences in a lively and energetic format, giving participants an in-depth view of PI® and how it can be used in the workplace. It helps us to define behaviors in objective terms using a common language, and **answer questions such as:**

- Why do people react the way they do?
- Why do people do certain things well and struggle with others?
- What can we do to align employees with the needs of the business?
- How can I make better decisions about my people, my team and the organization?
- How can I adapt and communicate more effectively with others and help my team to do so?
- What is the best way to motivate my employees?
- What is the best way to effect change in my organization?

Prior to the Workshop: Class participants are asked to complete the PI survey checklist for themselves and 3-4 key people who work with or for them. These PI results are referenced throughout the Workshop and serve as the foundation for understanding the organization from a behavioral perspective.

Workshop Agenda: Over the course of 2 days, we progress through:

- ✓ What Is (and isn't) PI?
- ✓ Your Business Challenges and Critical Connections
- ✓ The 4 Factors: Dominance, Extroversion, Patience, Formality
- ✓ Understanding Fundamental Motivating Needs
- ✓ Profiling a Job's Behavioral Demands – the PRO and Pattern Range
- ✓ Using PI to Coach Employees
- ✓ Factor Emphasis Combinations and What They Mean
- ✓ Reference Patterns
- ✓ Patterns in Your Organization – Your Organization's Personality
- ✓ Adapting Your Style to Your Environment
- ✓ The Best Fit for the Job
- ✓ Giving PI Feedback
- ✓ Building a Team with PI
- ✓ Business Strategy and PI

Workshop Output: Participants conclude the program with a **Personal Action Plan**, committing to specific actions and changes that will benefit their team and the organization in the months (and years) ahead.



GETTING TO AUGUR, INC.

364 Main Street/US 202, Bedminster, NJ 07921
800-679-9885

From Interstate 80 and US Highway 206 South

I-80 to Exit 27A for US 206 South towards Somerville. Continue south on US 206 for approx. 16.5 miles to left on Lamington Road/CR 523. Proceed through first traffic light to US 202 North. Continue on US 202 North/Main Street. Augur will be on the right 200 yards ahead (on corner of Elm St.).

From Interstate 80 and Interstate 287 South

I-80 to Exit 43 for I-287 South to Exit 22 (US 202/206 North — Bedminster/Pluckemin). At the end of the ramp, bear right onto US 202/206 North. Proceed through one traffic light. Approximately .6 mile beyond traffic light, roadway will fork. Bear right onto US 202 North. Proceed to first traffic light on US 202 North. Make a right at that traffic light to continue on US 202 North/Main Street. Augur will be on the right 200 yards ahead (on corner of Elm St.).

From Interstate 287 North

Exit 22B (US 202/206 North — Bedminster). Proceed through one traffic light. Approximately .6 mile beyond traffic light, roadway will fork. Bear right onto US 202 North. Proceed to first traffic light on US 202 North. Make a right at that traffic light to continue on US 202 North/Main Street. Augur will be on the right 200 ahead (on corner of Elm St.).

From Interstate 78 East and West

Exit 29 for I-287 North towards Morristown. Immediately get into the right lane and exit at Exit 22B (US 202/206 North — Bedminster). Proceed through one traffic light. Approximately .6 mile beyond traffic light, roadway will fork. Bear right onto US 202 North. Proceed to first traffic light on US 202 North. Make a right at that traffic light to continue on US 202 North and Main Street. Augur will be on the right 200 yards ahead (on corner of Elm St.).

From Newark International Airport

Follow signs exiting airport to I-78 West towards Clinton. Continue West on I-78 to Exit 29 for I-287 North towards Morristown.

Take 2nd exit off I-287 North for Exit 22B (US 202/206 North — Bedminster). Follow directions above.

Parking

Parking lot located in rear of building @ 364 Main St., or across Elm Street in “School House Village” lot behind 2-story brick building.



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HOTEL ACCOMMODATIONS NEAR AUGUR INC.

364 MAIN STREET/US 202, BEDMINSTER, NJ 07921

The Bernards Inn (4.7 miles)

27 Mine Brook Road, Bernardsville, NJ 07924. 908-766-0002

The Hotel Indigo (6 miles)

80 Allen Road, Basking Ridge, NJ 07920. 908-580-1300

Somerset Hills Hotel (6 miles)

200 Liberty Corner Road, Warren, NJ 07059. 908-660-4506

Courtyard by Marriott Basking Ridge (6.5 miles)

595 Martinsville Road, Basking Ridge, NJ 07920. 908-542-0300

The Olde Mill Inn (6.7 miles)

225 US 202, Basking Ridge, NJ 07920. 908-221-1100

Bridgewater Marriott (7.5 miles)

700 Commons Way, Bridgewater, NJ 08807. 908-927-9300

Hyatt Summerfield Bridgewater (8.8 miles)

530 US 22 East, Bridgewater, NJ 08807. 908-725-0800

Days Inn Bridgewater Conference Center (9.7 miles)

1260 US 22 East, Bridgewater, NJ 08807. 908-526-9500

Hilton Garden Inn Bridgewater (11.4 miles)

500 Promenade Boulevard, Bridgewater, NJ 08807. 732-271-9030



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CORE PROGRAMS

THE PI MANAGEMENT WORKSHOP™

The PI, unlike other behavioral assessment tools, does not rely solely on a computer-generated report to analyze the results. We partner with organizations and train business leaders, Organizational Development and Human Resources professionals and front line managers to understand and analyze PI results from an objective, data-driven framework that can be immediately applied to your organization.

Participants will learn how to:

- Lead, manage and motivate people to realize the business vision
- Define behaviors in objective terms to leverage differences & achieve business goals
- Motivate people to higher levels of performance excellence
- Optimize Change
- Increase employee engagement
- Make better hiring decisions
- Use PI to build teams and for succession planning
- Increase the quality and productivity of the workforce
- Reduce turnover and related costs
- Make data-driven decisions about people, teams and the organization thereby maximizing individual and team performance

Participants leave with a Personal Action Plan, committing to specific actions and changes that will benefit their team and the organization in the months (and years) ahead.

Augur Inc. offers two types of PI Management Workshops:

1. A PI Management Workshop for C-Suite and Front Line Leaders; and
2. A PI Management Workshop for OD and HR Leaders, Managers, Recruiters who will become the Subject Matter Experts (SMEs) within the organization.

MANAGING WITH PI WORKSHOP

Our *Managing with PI* workshop gives participants the tools and perspectives they need to develop increased self-awareness and a thorough understanding of what drives their day-to-day management behaviors. In addition to securing a firm grasp of their own management styles, an expert PI facilitator will help them identify the behavioral styles of their direct reports.

Participants who complete the Managing with PI workshop develop a deep working knowledge of decision-making, communication, comfort with risk and delegation styles by applying PI data to actual work experiences.

Participants leave the workshop with:

- Science-based self-awareness of their own management and leadership style
- Access to data-driven tools to develop, manage and motivate others more effectively
- Resources to continually improve teamwork and enhance productivity at all levels
- Hands-on experience with a relevant business case study
- Ongoing guidance from an experienced PI consultant on how to apply PI data inside their organization
- Knowledge to apply PI data in multiple business applications in key areas

INTERVIEWING SKILLS WORKSHOP®

Hiring the right person is one of the most important and most difficult decisions a leader will ever make. After all, having the best matched person for each job greatly improves productivity and reduces the occurrence of employee turnover. On the other hand, one of the costliest mistakes a business can make is hiring the wrong person. The repercussions can be felt long after the individual has left the company.

Participants will learn:

- To determine whether an individual “fits” with the corporate culture and the team from a behavioral perspective
- A process for understanding why people are most productive when they are doing work for which they are suited.
- A methodology for creating a match between the core competencies required for a job and the behavioral demands of the job
- Guidelines for effective interviewing to ensure a more suitable match between the individual, the job, the team and the organization
- Skills for conducting focused interviews and reference checks
- Strategies for positioning job offers



CORE PROGRAMS (CONT'D)

TEAM DYNAMICS WORKSHOP®

This workshop will focus on the behavioral dynamics of a team or teams within your organization. The team will learn how to diagnose and eliminate barriers to achieve optimal performance and create more synergy and collaboration. Team members will explore how to adapt their behavioral style to be more effective, develop a resilient and integrative team dynamic to help everyone succeed.

Participants will learn how to:

- Identify solutions for improved team performance
- How behavioral diversity can balance and benefit a team
- How to adapt their behaviors to meet the needs of others
- How to break down barriers that can impede outstanding performance
- How to trust and believe in one another

HARNESSING PERSONALITY TO DRIVE PERFORMANCE WORKSHOP®

An organization must communicate effectively in order to align employee performance with business strategy and optimize change. Similarly, an individual may be great at finding innovative solutions and charting the course for a project or group, but without “selling” his or her ideas to influence others, the results will be diminished.

Participants will learn how to:

- A methodology for understanding people.
- Objective insights into yourself and one another from a behavioral perspective.
- How and why people communicate the way they do. But are they influential?
- How individuals give and receive information. Is one way better than another?
- How behavioral strengths influence communication style and effectiveness.
- How YOU influence others.
- Ways to “adapt” your communication style to maintain a sense of self while also influencing and achieving desired results.
- How to more effectively manage different communication styles.

CUSTOMER-FOCUSED SELLING™ WORKSHOP

This two-day Customer Focused Selling™ Workshop is customized to focus on the specific core sales skills of your organization, as determined by the Selling Skills Assessment Tool (SSAT). Participants learn and practice our proven five-step methodology that enables them to build long-term business relationships and achieve maximum sales results.

Participants leave the workshop with:

- Apply a proven, step-by-step customer-focused consultative sales process.
- Build employee confidence; maximize top-performer potential.
- Develop a verbal agenda before meeting with prospective client
- Identify key decision makers to close the sale and assess their needs.
- Establish trust and credibility.
- Adapt selling approach to appeal to diverse buyers.
- Articulate and differentiate value.
- Close the deal and create customers for life.



ABOUT PREDICTIVE INDEX®

The Predictive Index® (PI) was developed in 1955 by Arnold S. Daniels and is based on proven behavioral science techniques. Continuous validation studies have confirmed its accuracy over time. Available in more than 60 languages, the PI pinpoints behavioral traits that indicate how people work. This enables companies to select the right people for the right job and motivate them to peak performance.

What makes people successful in their jobs? Certainly technical skills, experience and education play a role. But more often than not, job success has to do with an individual's natural behavioral style and "fit" with the organization and the people around them. So . . .

- How do we **predict** whether a job candidate's behavioral style is a good fit?
- How do we **define** a job and **measure performance** in terms of behaviors?
- How do we deal with conflict and **coach** people to adapt their style for maximum effectiveness?
- How do we improve **teamwork** and **communication**?
- How do we create an organization where people are **aligned with** and committed to **bottom-line results** and the objectives of the business?

The Answer: Combine the Predictive Index (PI) **Tools**, the support of our **Talented Consultants** and our **Training** programs. Then you'll have what you need to answer the above questions and carry your organization forward with confidence.

Here is a sampling of how some of our recent clients have used our Tools, Talent and Training:

"By using the PI management tool, we were able to hire people better suited to our job requirements. We now have a better understanding of what motivates people—a key ingredient for a profitable business."

"The Predictive Index gave us the insight we needed to develop a common language and build successful teams. The result has been the development of leaders committed to growth."

"We have used the Predictive Index successfully as a coaching tool. The insights and understanding gained from the PI led to greater teamwork with increased efficiency, communication and productivity."

Getting Started: All it takes is 5 to 10 minutes of your time to complete the PI organization survey checklist. **Give us a call** and we'll start you on your way.