

# Intellectual *Development*

**INTELLECTUAL DEVELOPMENT GROWS ORGANISATIONAL CAPABILITY. MOST MANAGEMENT EXPERTS AGREE THAT INTELLECT IS A MIX OF COGNITIVE ABILITY AND PERCEPTION. LEARN HOW TO HARNESS AND MAXIMISE YOUR INTELLECTUAL POWER. MOST IMPORTANTLY MAKE SURE YOUR PEOPLE UNDERSTAND THAT INTELLECT IS PERCEPTION BASED AND MAKE SURE YOUR PEOPLE POSITION THEIR INTELLECT CORRECTLY.**

## Plan of action

Many managers and leaders invest discretionary time achieving academic qualifications. It is not uncommon today for a manager or leader to have at least one Masters Qualification. Since most managers and leaders have similar qualifications, the opportunity is how to position their unique intellectual capacity. Help your people unleash the enormous power of their intellect. Staff constantly makes judgments on the intellectual strength of their managers. Employees are far less reluctant to follow instructions if there are no doubts about the wisdom of your decision makers.

**Do your people develop, maximise and harness their intellectual power?**

If you hear comments similar to those below, perhaps your organisation and people are not maximizing your intellectual power.

*"James is very smart but I wouldn't value anything he says."*

*"Mary is intellectually brilliant but her ideas are impractical."*

*"John begins the meetings with models and graphs but he doesn't understand the business."*

*"Kate wouldn't last a day in the real world."*

“

I am always ready to learn although I do not always like being taught.

- Winston Churchill

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## Key Learning Outcomes

At the conclusion of this program participants will possess the skills to:

- Position your unique intellectual power
- Manage and massage intellectual perceptions
- Position intellectual strength as a competitive advantage your organisation enjoys
- Drill down past every suggestion to “core foundation skills”
- Ignore symptomatic impulses
- Identify the telltale signs of intellectual duds
- Use the GROW model to understand different points of view
- Spot inconsistencies in intellect though structures
- Develop intellectual power
- Focus on strengths and value add
- Understand how stakeholders use heuristics to judge your intellectual strength
- Think logically on your feet
- Build creativity into thinking styles
- Use cues and pauses for effect
- Learn the impact of the tightrope walkers wobble
- Use rescheduling as a tactic thinking tool
- Profile the behaviours of the world’s best intellectuals
- Walk a mile in other people’s footsteps

## Would you like to attend this program?

- For maximum effectiveness, this program is best conducted as an in-house program.
- **Ideal group size** 4 - 12 participants.
- **Venue** For your convenience, you can choose to conduct this program at your business premises. Alternatively, we can provide a training venue at a small additional cost.
- **Duration** This program can be adapted to meet your requirements.
- **Cost** Price on request.
- **Target Audience** Supervisors, Team Leaders and Management.

If you would like more information on this training program, please contact:

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or visit our website today

[www.preftrain.com](http://www.preftrain.com)