



# MANAGING PROFESSIONAL EGOS

"The ego is nothing other than the focus of conscious attention." - Alan Watts

This course provides an introduction to the challenges of managing professional egos in the workplace. You will learn how to identify, manage and mitigate potential issues with coworkers' egos, such as feelings of superiority, competition and entitlement. We will discuss strategies for avoiding conflict and maintain constructive working relationships. Through discussion and group activities, you will practice applying these strategies in various workplace scenarios. By the end of the course, you will be better equipped to manage your own ego and the egos of those around you in order to foster collaboration and maximize productivity.

## Key Course Content:

- Build behavioural boundaries
- Profile the advantages and disadvantages of inflated egos
- Manage expectations of people with big egos
- Motivate people with strong egos
- Be aware of the avoidance games that people play
- Reframe challenges to make them more in sync with individual goals
- Define clear role boundaries
- Discuss the value exchange - Remuneration and Effort
- Differentiate between ego and psychopathic tendencies
- Develop strategies to harness egos
- Stamp out unhelpful behaviours
- Implement ego specific feedback



## Target Audience:

The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees.



## Duration:

This course is available as a 1-day course or a truncated half-day course.



## Delivery:

This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.



## Group Size:

We recommend a group size of 4-10 people.