



# HARRISON ASSESSMENTS EXPERT TRAINING

## ONE DAY TRAINING

- The next level of behavioral assessments

### Program Description

The Harrison Assessments (HA) Expert Training takes you to the next level of talent management in the workplace. The Expert Training gives you access to the powerful Main Graph report in HA, and the skills necessary to interpret it. The Main Graph gives deep insight into the dynamics

of a person's behaviors and preferences. This makes it possible to support and develop employees in their present and future possible positions.

### Prerequisites

To be eligible to attend the HA Expert Training you must previously have completed the HA System Accreditation training and have some experience in using the HA System.

### Key results

In the Expert Training we focus on how to interpret and use the Main Graph for talent management.

- ☞ Increase effectiveness of coaching, development, and performance management
- ☞ Evaluate an individual's strengths in his job, his team and other relevant situations
- ☞ Learn how to build trust and openness through a tailored coaching process
- ☞ Improve skills in interviewing and evaluating individuals
- ☞ Understanding of how different combinations of traits and preferences affect job performance

“ Harrison Assessments as a tool enabled us to form and develop our management team and enhance the team's performance...”

- Nariman Askarieh, Purchasing Director

### Key concepts

- ☞ Normal behavior and behavior under stress
- ☞ Interviewing and feedback skills
- ☞ Dynamic trait combinations
- ☞ Enjoyment - Performance theory
- ☞ Paradoxes and supplementary traits

### Who benefits from Expert Training

- ☞ HR Professionals and Headhunters
- ☞ Managers working actively with their employees development
- ☞ Performance coaches
- ☞ Business consultants and organizational development consultants