

# ***TLP-Navigator I certification (3 days)***

The TLP-Navigator I certified member is authorized to use the TLP-Navigator model and tools in their orientation and job mobility tasks, in their personal, leadership and team development activities. He/she becomes part of the TLP-Navigator network.

As such he/she benefits from

- personalized access to the website where they can independently produce the profiles (Talents, 360° and Job Priorities) on behalf of their company,
- discounted prices on profiles and materials,
- updates on TLP-Navigator developments,
- professional support from experts when they embark on the programme for the first time.

Duration: 3 days

Documents: Certification Manual, Personal Profile, TLP-Navigator Website Access Keys

## ***Day 1: "Talents" personality profile***

**BEFORE THE SEMINAR:** produce your personal "Talents" profile and read the Certification Manual

### **Theoretical fundamentals, definitions**

- Introduction: origins and purposes of the TLP- Navigator model and tools
- Socio-psychological foundations
- The 4 Jungian Modalities, their usefulness and effectiveness in the world of work
- The 16 types, characteristics of profiles, similarities and differences
- Distribution of 16 types on different models (MBTI, Insight, TMS, Golden, ...)
- Correlation of the 16 types and functions of the TLP-Navigator model
- Talent dynamics in professional life
- Additional tools: "Team Profile" and "Group Statistics"
- Reliability and validity: presentation of psychometric data

## ***Day 2: Applications, pedagogy and animation of key sequences***

Lead a seminar with the TLP-Navigator model

- The 4 fields
- Interdependence of functions

Debrief Talent profiles, individually and collectively

- The key steps, questioning
- Discovery and identification games

#### Personal assets and career guidance

- Talents Reports / Types of Activity
- Adequacy, Talents / Job Priorities
- Interpersonal relationships
- Différenciation et synchronisation

#### Management style and personal development

- Strengths and limitations of the management style
- Meta position and compensation: leadership performance

#### Dynamics and team performance

- Specialized and balanced teams
- Team building process, tactics of change

### ***Day 3 : « 360° » profiles and « Job Priorities »***

#### *Morning: The 360 ° profiles feedback to analyse and develop the manager's skills*

- Framework conditions to launch the 360 °, identify prerequisites
- The different types of 360 ° questionnaires (for the manager or for the team)
- Introduce the process in the company, the different steps
- Debrief the profile, crosses with the personality "Talents" profile of the manager
- Accompanying measures, coaching of managers
- Sample profiles: reading and interpreting the results

#### *The Job Priorities Analysis*

- Identify the critical factors for a position
- The questionnaire
- Examples and analysis of results, what they reveal
- Applications:
- Identify the priorities of the position,
- Specify the talents and skills required to succeed in the position,
- Establish the indicators and the job performance evaluation system.

#### *Afternoon:*

1. Examples of commercial proposals and standard interventions in
  - people development
  - leadership development
  - team development
2. Putting into practice, presentation of an intervention: context, objectives, process, use of tools, critical questions.
3. Practical aspects: ethics, use of the website, certification, copyright, follow-up