



2-day programme: Project NeuroMatch®

Become a licensed 'PNM' internal practitioner

***'Turning team selection on its head,
by profiling the DNA of a project'***

WHAT SKILLS DO THE DELEGATES RECEIVE, AND HOW WILL THESE SKILLS BENEFIT THEIR ORGANISATIONS POST TRAINING?

This programme accredits individuals to be your organisations internal link for our unique NeuroMatch® project tool, working remotely with our NeuroMatch® consultant team*.

Each project NeuroMatch license costs £1,900 plus VAT, however if you have a fully trained internal practitioner in your organisation, this cost is reduced to £1,500 plus VAT. This reduction reflects the shorter time required for communication with our consultants.

On completion of the programme, the delegates will have the correct level of knowledge and understanding, (particularly around the areas of benchmarking a project), to ensure each projects successful implementation.

PROGRAMME BACKGROUND

No project or organisational change is ever the same, each requires different thinking, a different approach, cultural considerations and a different set of values and rules, it therefore follows, that each intervention needs people that fit with its unique needs, and consequently are aligned with the projects distinctive DNA.

All too often, organisations make the mistake of focusing on the skills required to achieve a project or change, believing that these alone will ensure that it is delivered on target. Skills, experience and personalities are not a measure of good performance, relevant behaviours are. The NeuroMatch® tool eliminates the guesswork and therefore reduces the risk associated with putting teams together for projects.

NeuroScience has achieved this breakthrough, by identifying the key behaviours that give you the best chance of a positive project or change outcomes, we measure these in '22' key areas and once benchmarked

against individual projects unique needs, we have configured our online *PRISM* profiling system to match these against individuals who demonstrate the same traits.

WHO SHOULD ATTEND THIS PROGRAMME?

Any individuals who are currently responsible for putting teams together for; projects, cultural change or any other change initiatives, and for individuals who wish to develop in this important role. It is also suitable for those who are involved with bringing together a strategic planning team, as it highlights the required behaviours of a new strategy.

CONTENT OVERVIEW

DAY 1

- Introductions, overview of the key elements of the programme
- NeuroScience and peoples behaviours, recent developments in this field
- How does NeuroScience support organisations?
- Why every project is different, has its distinct needs and requires unique approaches (case studies)
- Why some projects fail, or do not achieve their goals (wrong focus)
- Understanding the particular needs of a project (clarity)
- The 10 most important questions to ask
- What elements of our organisational culture do we need to consider?
- Skills are a given and should be secondary to behaviours (Why?)
- Why personalities are not a measure of performance
- How motivation is often misunderstood in an organisation (looking at motivation from a performance perspective)
- The five point NeuroMatch process
- **Step 1.** Ensuring a clear concise brief of the project or change initiative
- What are the critical behavioural measures?
- **Step 2.** Benchmarking the 22 measures required (how?)
- Measuring the mindsets of the project (8 areas)
- Measuring the capabilities (aptitudes) (8 areas)
- Measuring the core traits (characteristics) (6 areas)

DAY 2 (AM)

- Initial selection of a potential team, skill sets and experience considerations
- How to manage the selection process (managing motivation)
- Pre-profiling of your teams (the benefits)
- **Step 3.** Online profiling of potential team members
- A mismatch does not automatically mean rejection
- Areas that you may take a view on (examples)
- **Step 4.** Remote discussions with one of our project NeuroMatch facilitators what needs to be covered?
- Signing off the project benchmark
- **Step 5.** Assigning specific roles for the project (considerations)

CASE STUDY (PM)

- Taking the delegates through the process of online benchmarking, utilising different case studies (how many case studies used depends on the number of delegates)
- Analysing the outcomes

- What if there are mismatches in non-critical areas?
- Considering your existing teams and matching (offline)
- Assigning roles within the project using the maps
- How to use the system online
- Personal action plan
- Follow up and support contact information

CLOSE

For a full overview of this remarkable tool and its 5-step process please go to:
http://media.wix.com/ugd/cce9ec_5f738c43dc194bb2ac00efcca12b8cd2.pdf