

RGB Event Options

Applying the RGB depends upon the outcomes you establish. If the outcomes are individual, a commitment to personal study and practical application are probably most appropriate. If, however, the outcomes are organizational in nature, any one of the following event designs might be appropriate. Visit www.LTODI.com/RGB-page.htm for more information.

A. Professional Development. Our clients report that individuals, especially those in leadership and management positions, benefit from participation in regular *QWLC* learning events. When the difference in career development is often measured in subtle ways, the use of RGB technology often makes the difference between advancement and a second place finish.

B. Retreat Theme. When time away from the rigors of a high-demand workplace are few and far between, organizers need to make the most of that dedicated time. An RGB theme in the retreat setting provides a fast launch to meaningful dialog and an ideal follow-through that achieves the established goals. Retreats are marked with both fun and focus!

C. Coaching. A critical change in workplace behaviors will only follow a change in critical thinking patterns. RGB is thinking-pattern based. It allows both the coach and employee to reference desired changes in the context of a known and easily understood paradigm.

D. Team Building Progression. The RGB Team Progression design incorporates a five-level approach that takes a group from marginal to high performing status. And the results last for years! The best part of this approach is that each of the five events builds on the last. Each event has it's own brand of fun and learning that result in the kind of synergy and unity that a fast-paced workplace requires.

E. Workload Leveling. Many workplaces suffer from an imbalance of workload caused by some fast-paced workers and some bottleneck employees. Certainly some of the imbalance is natural and attributable to the type of work and the natural pace of the worker. The focus of the workload leveling approach is to find the best match between a worker's natural RGB predisposition and the tasks assigned to that individual, team, or work group.

F. Extended Facilitation Options. Already available facilitators in the client organization can attend add-on training and become certified in the use of RGB -related facilitation techniques. Dozens of organizations are already applying the user-friendly RGB technologies to enhance their overall facilitation options.

G. RGB Data Collection Filters. An RGB "filter" can be applied to data collection efforts (such as employee opinion surveys, project status audits, multi-source feedback routines, or annual performance evaluation support documentation). This enable those in a management or leadership position added clarity in ways to improve performance.

CapacityWare™ Technology

Software. *CapacityWare™* Software is a program management tool that helps develop or recover lost capacity - the ability for a workforce to find and fix problems before they become difficult. The system does four things: helps find problems, helps design solutions, tracks progress toward the "Ideal" cultural capacity, and manages complex change efforts.

Client Library. The five-volume client library is an invaluable change agent resource to help guide capacity recovery and development efforts. The materials include "how to" techniques and plenty of worksheets needed to keep any project progressing on track toward client-focused outcomes.

Residency Training for Certification. A one-week resident course prepares practitioners to extensive specialty Certification as "Quality of WorkLife Practitioners." The remainder of the curriculum is completed on-line. Depending on the specialty selected, practitioners may also be required to complete a practicum.

Web Training Options. The bulk of the course requirements are completed on-line. Participants are assigned a mentor, study course materials, and complete on-line examinations.

On-line Resources. Internet access makes extended research materials available to participants as well as providing the necessary event design options needed for almost any situation. Those Certified can also exercise buying power to make sure every event they facilitate has the unique "signature" that is recognizably *CapacityWare™* - **RGB** Technology based.

CapacityWare™ Practitioners International Network (CWPIN). Automatic inclusion in the *CWPIN* is achieved once bona fide user status is attained. Membership has its privileges in this unique mutually supportive network that assures you are supported in your efforts, no matter how complex.

QWLC and members of our *CWPIN* are always available for an individual consultation to discuss how this technology will best serve your needs. And please, recommend us to others in your circle of professional associations.

Copyright 2006 Leadagement Technologies, Inc. - All rights reserved.

QWLC

**12388 Warwick Blvd., Suite 109B
Newport News, Virginia, 23606
(757) 591-0807 - fax (757) 591-0817 - www.LTODI.com**