

Our Network

Decathlon Consulting is the Italian partner of the **Institute of Workplace Dynamics**, European learning, training and coaching company, based in Paris, with an European network. IWD focuses on workplace interactions and dynamics, which affect performance and well-being at work.

IWD is the European partner organization from the **Eckerd College University**, where Professor Craig Runde is Director of the Center for Conflict Dynamic and Mediation.

Decathlon Consulting is training, certifying and coaching individuals, teams and organizations on Conflict, Resilience and Entrepreneurship in collaboration with the Institute of Workplace Dynamics and the Eckerd College University.

Agenda

13:00 – 14:00: Welcome light lunch;

14:00 – 14:30: Guido Prato Previde
Our network and vision;

14:30 – 15:30: Craig Runde:
Conflict issue and the tool (CDP, BCC);

15:30 – 16:30: Cinnie Noble and Pierre Naquet:
Conflict coaching (Cinergy Model) and
introduction to the Resilience tool (RAW – S);

16:30 – 16:45: Coffee Break;

16:45 – 17:30: Craig Runde:

Entrepreneurship issue and the tool (EMP);

17:30 – 18:00: Guido Prato Previde and Pierre Naquet: So what? Wrap-up session and next steps.

Location

Palazzo delle Stelline,
Sala Caccia Dominioni (primo piano),
C.so Magenta, 61
20123 Milano
Italy



Subscription:

There will be maximum 25 places seated at the meeting.

Attendants are kindly asked to give their confirmation, before September the 2nd. Please complete the confirmation form and send it to the following address Decathlon Consulting Human qualities:

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Name: _____

Surname: _____

Organization: _____



In collaboration with



and



ECKERD COLLEGE

**Well-being and
performance at work:
Conflict
Resilience
Entrepreneurship**

September 14th 2015

www.decathloncons.it

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**NEW CONFLICT MODEL
(TOOL: CDP)**

Conflict is inevitable and generally is described negatively. Conflict is a source of personal stress and has impact on team/organization results. The outcome of conflict (escalation / de-escalation) is largely determined by our behaviors.

“Conflict competence is the ability to develop and use cognitive, emotional and behavioral skills that enhance the productive outcomes of a conflict, while reducing the likelihood of escalation or harms...”

(From: Craig Runde “Developing your conflict competence”)

The **CDP** is a concrete assessment tool that gives a picture of your scoring on 15 strategic behaviors and a summary of 9 “hot buttons”.

“ ... HOW CAN I BECOME A COMPETENT LEADER WHILE FACING AND RESOLVING CONFLICT SITUATIONS?”

ECKERD COLLEGE
(www.eckerd.edu)
Craig Runde



ECKERD COLLEGE

IWD
(www.iwd-europe.com)
Pierre Naquet



DECATHLON CONSULTING
(www.decathloncons.it)
Guido Prato Previde



**NEW RESILIENCE MODEL
(TOOL: RAW- S)**

Personal Work Resilience is the individual capacity to manage the everyday stress of work and remain healthy, rebound, learn from unexpected set backs, and be prepared for future challenges proactively (Kathryn McEwen).

Rather than being a fixed quantity determined by relatively unchanging individual factors resilience is malleable therefore capable of development and teachable.

Resilience at Work Scale (**RAW – S**) is targeted specifically to the work place contest; it gives a simple and powerful guide to both areas of behaviors which are successful as well as suboptimal behaviors to be modified and developed.

The RAW Scale defines the inter-play between personal characteristics and the environment which enhance work behaviors and climates that promote and support resilience.

“... HOW CAN I IMPROVE RESILIENCE AT PERSONAL AND AT THE ORGANIZATIONAL LEVEL?”

**NEW ENTREPRENEURSHIP MODEL
(TOOL: EMP)**

Entrepreneurship is a “game changing” concept that can help existing businesses in the face of overseas competition (Lewis 2012).

Entrepreneurship is not only exclusive for business owners and leaders. Corporate are seeking, nurturing and rewarding entrepreneurial minded employees (intrapreneur) and making the effort to model corporate culture in order to boost entrepreneurial thoughts and actions.

ECKERD COLLEGE has designed and validated a set of variables that distinguish entrepreneurs and non- entrepreneurs, in order to create a tool to measure the entrepreneur mindset variables.

This tool is named the Entrepreneurial Mindset Profile (**EMP**).

“... HOW CAN I MEASURE AND DEVELOP MY ENTREPRENEURIAL MINDSET, AND BOOST INTRAPRENEURSHIP AT A TEAM AND ORGANIZATIONAL LEVEL?”