

THE PERICEO TOOL

An exclusive diagnostic tool to assess the degree of collective intelligence present in any team or organization.

Training program

Teams and organizations, two or three days (see pre-requirement) to learn how to diagnose and develop your collective intelligence skills



Objectives of the training course:

- Diagnose the level of Collective Intelligence in a team or organization.
- Optimize awareness as well as functioning of the individuals and the collective.
- As facilitator, acquire an exclusive and proven approach and tool.
- Facilitate and optimize the implementation of a team towards a shared goal.
- Understand and master the "PERICEO" tool and approach.
- Understand the underlying models and "philosophy": logical levels - modeling – key factors - SCORE cards.
- Develop awareness for different types of listening and questioning styles, for meta-model language patterns and perceptual positions: "Map is not the territory".



Pedagogical methodology:

- An approach that is mainly pragmatic and constructive.
- Conceptual contributions by the trainer (s).
- Conducting a case study based on a real context: participants are invited to implement the training-received data within a company , community, association or group of their choice.
- Modeling workshops.
- Supervision.
- Participants' self-review.
- Teaching aid - Lexicon - Frames of the tool delivered.
- Access to the online tool.



Prerequisites:

- Be acquainted with the underlying models, derived from NLP. Otherwise, the first day is devoted to the acquisition of fundamentals.





Public addressed:

- Executives, managers, any collaborator wishing to promote the development of collective intelligence within their team or organization.
- Consultants, coaches, trainers who work with teams or organizations (public, private, associations, NGOs) and want to facilitate generative collaboration.



Terms and conditions:

- 2 or 3 days during which we will help you to diagnose your organization according to the inputs made during the training.



Certification :

At the end of the course a certification issued by the Dilts Strategy Group and the HR-Difference can be issued.

Formation

Day one – Be acquainted with the underlying models

This day is reserved for the upgrade of the participants who do not have an NLP curriculum or wish to update their knowledge.

- Becoming familiar with the philosophy of the NLP and the underlying models.
- Some basic principles.
- The Dilts pyramid: presentation, mechanics and logical level alignment.
- Clarification of the concepts of purpose - identity - values and beliefs - capabilities - behaviors - environment.
- Modeling - The key factors.
- The scorecards
- Vision - Mission - Ambition - Rôle: for an individual, a group, an organization.
- The SFM model: "Success Factor Modeling".



Day two – Understanding and operating with the Tool

- Clarification of the PERICEO framework - Protocol for the intervention.
- Understanding the process that led to the development of the tool: Constant ongoing research and motion.
- Overview of the key factors, level by level.
- Importance of the verbal expression.
- Implementation with a specific case: conduct the interview - fill the scorecards
- Feedback - restitution - meaning and analysis.
- Animating a group on the thema of differences in perception - Crucial importance of facilitation and various perspectives - Avoid the trap of the "average".

Day three – Understanding and using the online tool / Action plan and personal resources

- Accessing and using the online tool: The different diagrams and their readings.
- Extracting relevant data and debriefing profiles.
- Support for restitution.
- Elaborating a collective action plan.
- Next steps? : Implementation of a personal action plan by each trainee based on what he or she have learnt and realized.
- The possible follow-up for the organization.
- Supervision / Intervision : access to a learning community



More informations : info@periceo.com

