

Workshop

The contribution

styles



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As a change agent and lean facilitator

Workshop objective:

By the end of this workshop the participant will be able to identify his or her contribution style within a team.



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It is important as a facilitator to know the relative importance of the rational dimension of one's role in relation to his or her technical mastery of Lean tools.

To have a mobilizing impact as the facilitator it is to their advantage to:

- Be oneself
- Have fun
- Understand the process (to foresee)
- Gain respect

So in my role as a facilitator, I must know:

- With who I'm most comfortable
- With who I'm not

Instructions on the exercise:

1. Select one of the elements that best fit with who you are
2. Make a total of the indicated columns
3. Position the point on the graph

The next exercise will let you first be aware of your personal style, of the way you are generally perceived and the consequences that your style has interpersonally

A		ξ
B		
C		
D		
E		
F		γ



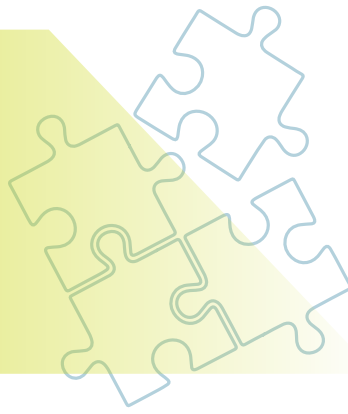
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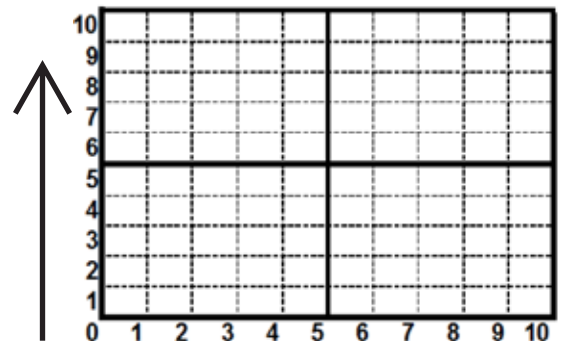
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Activity "Contribution styles"

According to you, are you rather ...

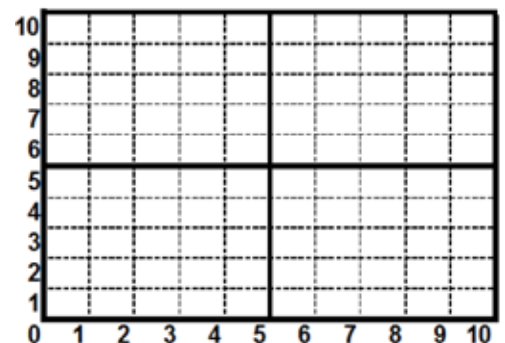
Informal	_____	Formal	_____
Spontaneous	_____	Disciplined	_____
Impressionable	_____	Master of yourself	_____
Impulsive	_____	Methodical	_____
Close	_____	Distant	_____
Sentimental	_____	Thoughtful	_____
Oriented	_____	Oriented	_____
towards people	_____	towards work	_____
Expansive	_____	Reserved	_____
Theatrical	_____	Down-to-earth	_____
Warm	_____	Cold	_____



Make a total of the left column _____

According to you, are you rather ...

Dominating	_____	Accommodating	_____
Enterprising	_____	Leave-be	_____
Confident	_____	Hesitant	_____
Defiant	_____	Accepting	_____
Active	_____	Passive	_____
Confrontational	_____	Supporting	_____
Talkative	_____	Silent	_____
Bold	_____	Prudent	_____
Tense	_____	Relaxed	_____
Go getter	_____	subtle	_____



Make a total of the right column _____



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Everyone has their own style his or her way of acting reacting. When we are angry, are sad or fear we don't all react the same way.

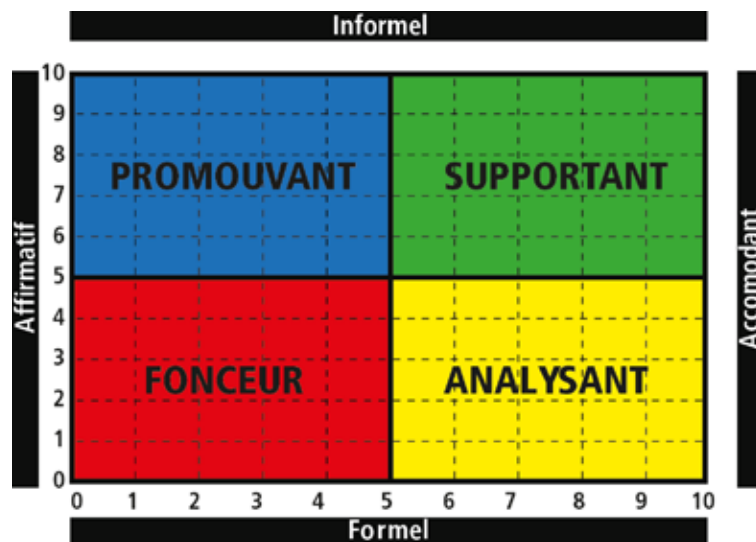
Our own personality style and (that of who is listening) influence interpersonal communication and reciprocal reactions

Contributions styles are structured around 2 axes

- Formal and informal
- Assertive (mobilizing, dominant) or accommodation (comprehensive)

Fours major intervention styles:

- THE PROMOTER
- THE GO-GETTER
- THE SUPPORTER
- THE ANALYSER



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The promoter style

The promoter engages people goes forward and creates events. The promoter is creative, enthusiastic, impulsive and excited about new ideas. The promoter is demonstrative, sure of himself and can explain himself with ease. For those in his entourage the promoter gives off a confident attitude.

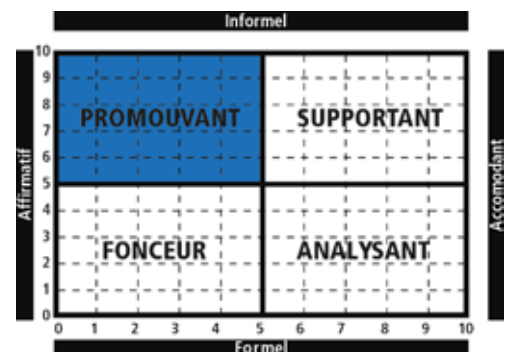
The promoter likes new situations, easily adapts to them and expects others to react with warmth and enthusiasm.

However, the promoter can seem ever changing and scattered. The promoter jumps from one idea to the next. When the promoter has a grasp of an idea, he or she wont always bring it to completion.

The promoter needs to be recognized by peers and is affected by the admiration of others

Faced with the promoter, exchanges are easier when:

- Orient the objectives of your encounters to their need for acknowledgement
- Ask questions that stimulate their imagination and creativity
- Present facts that demonstrate how easy it is to accomplish the objective
- Use valorization to help them decide
- Results are important show them that they are important



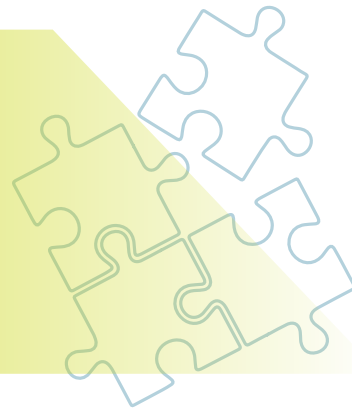
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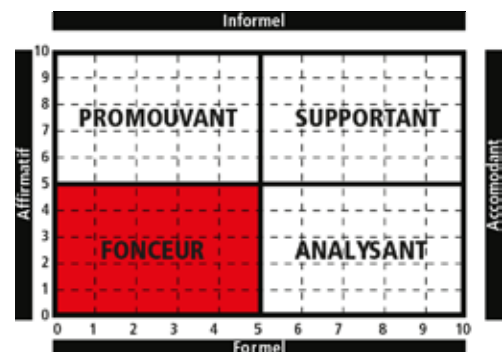
The go-getter or controlling type

Like the promoter the go-getter exerts pressure on others but with a lot less emotion. The go getter prioritizes productivity and accomplishing objectives. In general, the controller is organized, methodical disciplined demanding towards himself and others. The go-getter is reassuring for peers because this person's actions are coherent.

However, this person is often seen as cold, distant, harsh and who seeks concrete results

Faced with the go-getter or controlling type, exchanges are easier when:

- Your intentions meet this person's need for realization.
- You ask questions directly related to effectiveness.
- You present facts that show a saving of money and time.
- You share your logical reactions, but do not disapprove.
- You let them make the decision.



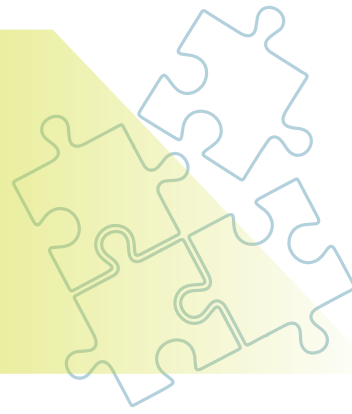
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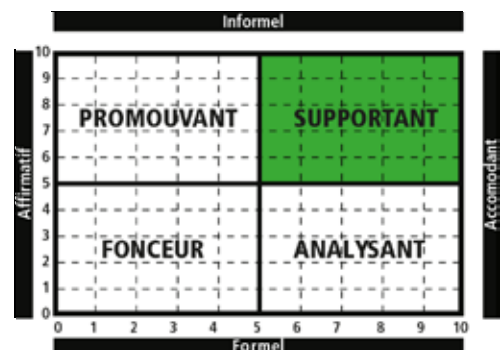
The supporter style

The supporter reserves more importance to the interpersonal relationships. This person hates situations of conflict and confrontation between their peers. The promoter cares about maintaining a good atmosphere. In case of tension or disagreement with his interlocutor, he prefers to rally at the other's position rather than creating a conflict. He is appreciated for his conciliatory spirit and his understanding. Others readily turn to him because he knows how to listen and advise.

However, it is sometimes perceived as inconsistent and unclear in the affirmation of this person's point of view. What does he or she really think?

Faced with the supporter, exchanges are easier when:

- Your intentions respond to his need for acceptance.
- You ask friendly questions that demonstrate the desire to help.
- You present facts that demonstrate that cooperating and achieving goals will allow good relationships
- You rely on friendship.
- You share your feelings.
- You use valorization to help them decide.



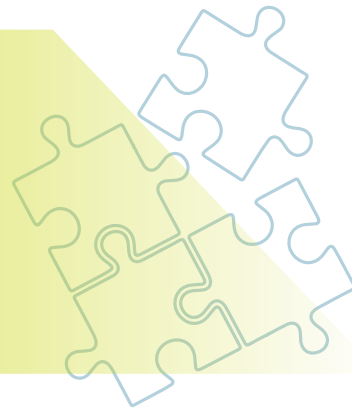
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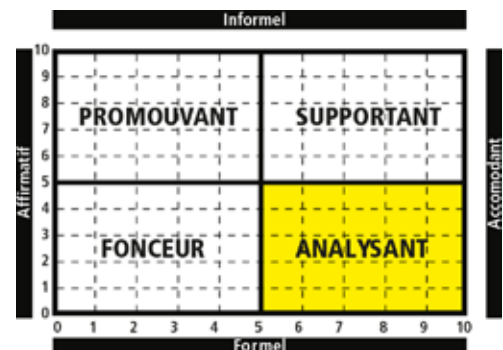
The analyser style

The analyser needs certainty, concrete facts and evidences. In general, they are well organized and persevering in the face of a task to be accomplished. They work in a systematic way, according to a specific plan. The analyser does not like improvisation, working blind, disorder and inaccuracy. He or she wants others to respect the rules and procedures as they do it themselves.

More comfortable in the world of facts and ideas, they do not always understand people that surround them. On the other hand, his or her calm demeanor and their thoughtful attitudes often lead them to have the role of an adviser

Faced with the analyser, exchanges are easier when:

- Your intentions meet his or her need for security.
- You ask precise and detailed questions.
- You present facts that show an economy in risk.
- You share logical reactions and provide additional data.
- You propose different solutions and help to choose.



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Teamwork fundamentals

