



The UK's leading independent group
of psychometric practitioners

is pleased to invite you to our September event on the theme of:

Leadership and Development: Transitioning from Middle to Senior Management

Jill Flint-Taylor and Angelina Bennet

Tuesday 18th September 2018

**The Naval Club,
38 Hill Street, Mayfair,
London W1J 5NS**

Any transition requires a level of insight into which attitudes and behaviours need to change and which may still be fit for purpose. Transitions at work are also made within a 'goldfish bowl' and the consequences of making an unsuccessful transition can have far-reaching consequences for the individual, their family and the organisation within which they are placed. We have two skilled coaches sharing their experiences of supporting people through those leadership transitions.

The Speakers:



Prof Jill Flint-Taylor BSocSc (Hons), MSocSc, PhD

In the move from middle to senior management, it's often a case of "what got you here won't get you there". Or more accurately, how to make the most of your proven strengths while flexing your approach to give your leadership greater breadth and depth. Psychometric measures are particularly useful in this context, as they go beyond how someone does things currently. They provide insights into areas of potential that haven't been encouraged to flourish in a career to date, as well as flagging up strengths they individuals may be at risk of overplaying. Psychometrics can also help to identify characteristics that underpin success in an operational role, but often get in the way of contributing to strategy and innovation at senior levels. The session will also look at how to choose a test or questionnaire that suits your purpose, meets the required standards and has a positive impact in helping to nurture talent.

Jill is an Adjunct Faculty member and Professor of Organizational Psychology at Ashridge Executive Education at Hult International Business School. The focus of her research and practice is the psychology of assessment, leadership and resilience. She works mainly with clients in professional and financial services, international development, central government, and the health sector.



Dr Angelina Bennet BSc (Hons), MSc, DProf, C.Psychol.

The MBTI® is one of the most popular tools used by coaches in the UK (McDowall & Smewing, 2009) and it is seen as particularly useful for leadership development. Most coaches will use it to promote self-awareness and introduce the idea of adapting one's behaviour to improve communication and relationships to suit a variety of types. Whilst this is a great use of Psychological Type, and certainly a good starting point, how do we use the model to facilitate actual transformational growth? In this session Angelina will introduce a model that combines Psychological Type with Ego Development theory (Loevinger, 1976; Cook-Greuter, 2004) supported by aspects of her doctoral research thesis and her book *The Shadows of Type: Psychological Type through Seven Levels of Development*. This model provides the opportunity to use Psychological Type for transformational growth within the individual. Reference will also be made to the MBTI®Step III™ instrument and how it can be useful for transformational coaching.

Angelina is a Chartered Occupational Psychologist with expertise in assessment, development and coaching. Her other specialist skills include data analysis, research design, and the creation of innovative psychometric tools. She is the lead creator of the RADAR risk attitude assessment tool and co-creator of an Employee Engagement methodology. She is one of the UK's leading practitioners in Psychological Type (e.g. MBTI®) and is one of only ~80 Type Practitioners in the world qualified to use the MBTI Step 3. She is the previous President of the British Association for Psychological Type (BAPT), and the author of the 5 star rated book, *'The Shadows of Type – Psychological Type through Seven Levels of Development'*. Her Professional Doctorate in Occupational Psychology from London Metropolitan University explores developmental coaching and the further development of the Myers-Briggs model of type. She is an Ashridge accredited coach and is certified in Group Process Facilitation.

Programme

- 10.00 Coffee and registration
- 10.30 Introduction to the day from the event Chairs, Xanthy Kallis and Aida Mujan
- 10:35 The Move from Middle to Senior Management - Jill Flint-Taylor
- 12.30 Lunch and Networking
- 14.00 Transforming Leaders Using Developmental Psychological Type - Angelina Bennet
- (15.00) 15 minute tea break to be taken when convenient
- 16.15 Closing remarks and topic for next meeting
- 16.30 End

Booking details /Venue

The cost of the meeting, including lunch will be £75 (for members) and £125 for non-members*.

Reserve your place by completing the enclosed form and sending it to Caro Leitzell by post (16 The Hall Way, Littleton, Winchester, Hampshire. SO22 6QL) or by email at admin@psychometricsforum.org. Payment by bank transfer or cheque (bank details appear in the booking form, cheques to be sent to the same address) needs to be received by **Friday 7th September** at the latest in order to confirm your attendance. Receipts will be emailed to you.

Please note that we will only accept a booking once the attendance fee is paid.

Refunds: If you need to cancel your place, provided the Administrator is informed before **Tuesday 11 September** the full payment will be refunded.

Continuous Professional Development

CPD certificates will be available in the meeting pack for all attendees.

Venue Dress Code

Please note that there is a 'smart casual' dress code for The Naval Club. This means no trainers, jeans and T-shirts.

****Note about membership:** you can join the Psychometrics Forum at any time. If you sign up for membership at the time of booking and pay by direct debit, you will be able to immediately take advantage of the reduced rate for members. Membership forms are available directly from our Administrator, Caro Leitzell on tel no. 01962 880920 or email admin@psychometricsforum.org or can be downloaded directly from the Forum website: www.psychometricsforum.org/*

We are sure you will find this a particularly valuable day and very much look forward to seeing you there.

Yours sincerely

Lynne Hindmarch and Trish Guthrie

Co-Chairs of The Psychometrics Forum

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Contact Trish: tel: 07771 596724, email trishguthrie@aol.com

Diary note

Dates of upcoming meetings (see www.psychometricsforum.org/ for more details):

Wednesday 28th November 2018 New Frontiers in Psychometrics Seminar (10.00-4.30pm)

Wednesday 28th November 2018 TPF's Excellence in Psychometrics Award with mulled wine and networking (4.30-6.00pm).