

# SPECIALIZATION MONOGRAPHS (Level 3)

Participation in the program will allow the certificate holder to have higher quality one2one coaching conversations, with greater impact and more effectiveness. It also provides the course structure to be able to conduct manager training programs in their development conversations.



## DEVELOPMENT CONVERSATIONS

### BRIDGE® MODEL

People have different styles, and this means that we receive communication differently. Adapting our communication to the style of the person we are talking to, and being aware of our own relational style helps us to avoid many conflicts and to understand each other better. Bridge® identifies 4 relational preference styles that are represented by the 4 elements of nature: earth, fire, air and water.

The model has been validated by the Department of Applied Statistics of the Autonomous University of Barcelona and has been used in more than 20 countries with more than 25,000 reports.

### BRIDGE ASSESSMENT® REPORT

It is a simple, intuitive and universal online questionnaire that offers you a report with the percentage detail of your styles, and a detailed description of the value contribution of your style, as well as its ineffective use.

### PREVIOUS REQUIREMENTS

Having completed the Certification (L2) before.

### PROGRAM CONTENTS

- Introduction of the ACS (Assessment – Challenge – Support) model by the CCL for people development
- Relationship and implications of ACS according to our Bridge® relational styles
- Challenges and risks that arise from Bridge®
- Structure and dynamics of a development conversation
- Tips on what to do and what not to do
- Practice development conversations in different environments

### MODEL CONTRIBUTION

- Get to know and understand each other better.
- Work more efficiently.
- Know and appreciate other styles.
- Improve the effectiveness of your relationships.
- Manage interpersonal conflicts

### THE PROGRAM PROVIDES

- Knowledge of the ACS model
- Link between the ACS model and Bridge®
- Guidance and guidelines for having development conversations
- 4 CCE credits from ICF in RD Resources.
- Obtain one of the three monographs required to gain access to level 3 (master).

### PRICING

Presential	290 € (+ 21% VAT)
Online	190 € (+ 21% VAT)

**SCHEDULE** 1/2 day (4 hours)