

Manage Conflict & Improve Relationships



STRENGTH DEPLOYMENT INVENTORY®

CERTIFICATION

■ The SDI depersonalizes conflict...

It's a non-threatening method for dealing with the interpersonal conflict that is too often avoided.

■ The SDI is memorable...

It's an experiential tool promoting common sense concepts in a highly visual manner.

■ The SDI honors our differences...

It's an inventory of the unique way we value different strengths and interpret the actions of others.

■ The SDI illuminates the reason for our actions...

It's a snapshot of who we are — going beyond behavior to reveal our driving motivation.

■ The SDI is intended for application...

It promotes interpersonal insights that are crucial to improving any situation where people interact. The SDI is an effective way to seamlessly integrate relationship and conflict management skills into nearly any training and leadership development program.

Boston Suburb (town of Winchester)

April 7 & 8, 2010

Our Level 1 SDI Facilitator Certification is a two-day professional training that prepares you to administer the SDI (Strength Deployment Inventory). Learn the core concepts of Relationship Awareness® and practice effective techniques for facilitating the SDI with others. Discover how the SDI and Relationship Awareness Theory enhance results in your work with individuals and groups. The SDI certification confirms that you have the skills, resources, and confidence to start working with the SDI the very next day.



Your \$1,295.00 registration includes these resources:

- *Strength Deployment Inventory Facilitation Guide* with CD-ROM slideshow
- SDI Premier Edition
- Two one-hour follow-up sessions within one month after the training
- Continental breakfast, lunch and beverages provided both days
- One-time 10% discount on facilitator resources

Your facilitator:



Susan Washburn has worked extensively with the SDI for more than 13 years. In 2006, she co-authored "SDI in Communication: Charting Your Course for Effective Communication" the first of the "SDI in..." series of books published by Personal Strengths Publishing, Inc. Her consulting business focuses on leadership development, facilitation, communication and conflict resolution skills. A frequent key-note speaker, she has earned a reputation for dynamic presentations and for putting Relationship Awareness Theory to work in the classroom as well as coaching individuals and groups to peak performance, productivity and joy in work.

For more information, or to register please call **410.975.9751** or email **SmHahn@SwanConsulting.com**





What People Are Saying...

13.25 HRCI
credits from SHRM
16 CCEUs from ICF
14 CECs from APA

"I recently achieved certification in SDI. Within a short period of time we were able to effectively use the tool to assist a group that was experiencing difficulty in relating to other members of the organization that were critical to their own success. The SDI provided an opportunity to better understand their personal motivational system and its impact on viewing interactions with others. It paved the way to create a stronger partnership."

Dianne Wassall, SPHR
Director, Human Resources
St. Joseph Medical Center, Towson MD

"With 17 years of mediation experience in the workplace and court systems, the SDI and Relationship Awareness Theory serve as the cornerstone of my practice. When the clients learn more about what drives their behavior, and the behaviors of others, they not only resolve their differences, they improve their relationships."

D. Michael West
Certified Mediator and Dispute Resolution Practitioner
Washington, DC

"The two day SDI certification with Susan gave me great insight to the tool, its application and how I can begin using it immediately with clients, teams and organizations. Perhaps most useful to me was the way in which the SDI captures the individual's conflict style in a more powerful way than other instruments I have used. The two days flew by!"

Megan D. Staczek
MDS Consulting, Leadership Coaching and Organization
Development Coaching
Baltimore MD

"Wow, wow, wow! Today's workshop was a home run with bases loaded. The staff has talked about it all morning." That's a quote from one of the participants of the workshop that my director and I co-facilitated shortly after we received our certification. Having oversight for organizational development and team effectiveness, I will be using the Relationship Awareness Theory and tools to strengthen communication between different patient-care disciplines. There's nothing better than to witness those 'ah-ha' moments when you know there's true learning and capacity for change. Having used numerous other behavioral assessments, the richness of the SDI, along with the ease in which it can be understood and put to use, is remarkable."

Joy Goldman RN, MS
Director, Center for Learning and Organizational Effectiveness
St. Joseph Medical Center, Towson MD

"I highly recommend the SDI training. The SDI is a simple but effective and dynamic tool for understanding the driving forces behind behavior in both normal and conflict situations. It has become an essential tool for coaches and consultants who help their clients increase selfawareness and awareness of the motivations underpinning others behavior."

Robert DiCalogero,
Leadership & Management Coaching, LLC
Fairfax, VA

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