

FIRO-B[®] Qualifying Programme

About the FIRO-B instrument

The Fundamental Interpersonal Relations Orientation™ – Behaviour (FIRO-B[®]) instrument is a unique tool that focuses on interpersonal relationship styles to examine how a person typically behaves towards others, and how they would like others to behave towards them. It is an exceptionally powerful tool for increasing self-awareness, and for helping to understand different workplace relationships and the impact of one person's style on others.

The instrument is a flexible tool that can be used in one-to-one, team or group situations. The qualified user has a range of applications at their disposal, providing the versatility demanded in contemporary workplace environments, including: teambuilding and development; individual development and executive coaching and management and leadership development.

Who can attend?

This programme is open access, which means that no previous knowledge or experience is required to attend. It is particularly beneficial for:

- Human resources professionals
- Training and organisational development specialists
- Line managers, consultants and other professionals with responsibility for managing people.

Programme dates

Please visit our website to view our training dates at www.opp.eu.com/calendar.

Fee

Please visit our website to view our full price list at www.opp.eu.com/pricelist.

How to book

By telephone

Call our Learning Operations team on **0845 603 9958**.

Online

Book online at www.opp.eu.com/shop.

By email

Send an email including course and participant details to learning@opp.eu.com.

By fax

Complete the programme booking form and fax to **01865 511222**.

By post

Complete the programme booking form, enclosing a cheque or credit card details and send it to the address at the end of this info sheet.

Duration

Two-day programme

Locations

Dublin, Edinburgh, London, Oxford

Also available in other European countries – please see www.opp.eu.com for details. Also available as an in-house programme for organisations with several participants (see over).

Programme outline

This programme uses a variety of learning methods, including interactive exercises, group work, presentations and real-life practice sessions, which are observed by experienced FIRO-B professionals.

Some pre-work is required, including completion of the FIRO-B questionnaire. Participants must also give feedback during an observed feedback session to qualify in using the instrument. The following areas are covered:

- Understanding and interpreting the scales
- Understanding FIRO-B profiles
- Administration, feedback and interpretation skills
- Analysis of profiles
- Construction and development of the FIRO-B instrument
- The validity and reliability of the tool
- Ethical use of the instrument
- Review of administration and feedback skills
- Practical applications of the instrument with individuals and teams.

Benefits for you and your organisation

On completion of this programme, you will:

- become a qualified practitioner of the FIRO-B instrument, allowing you to purchase and administer the questionnaire, interpret the results and conduct feedback sessions with candidates.
- be able to use the instrument in teambuilding, one-to-one development and many more applications.
- be able to use your knowledge of the instrument to address workplace issues, including leadership, teams and communication.

OPP® Ltd

With expertise in applied business psychology, OPP enables organisations, teams and individuals to improve their effectiveness. Client solutions are delivered through the capabilities of our consultancy and training services and a portfolio of world-renowned psychometric instruments. OPP works with companies in the UK and the whole of Europe through a network of regional partners and offices. Visit www.opp.eu.com, email enquiry@opp.eu.com or call one of the national rate numbers listed below for information on the full range of OPP products and services.

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Do you have six or more people who wish to attend? Why not try one of our in-house programmes?

OPP has many years' experience of providing 'in-house' programmes for clients, where one of OPP's renowned psychometric programmes is run exclusively for your employees at a venue of your choice. Benefits include:

- Flexibility – date, venue to suit you and tailored to your organisation's needs.
- Value – cost per participant significantly less, relevant to your organisation and its issues.
- Quality – increase employee motivation and improve teamwork within your organisation.

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