

# Using the FIRO-B<sup>®</sup> Instrument with Organisations and Teams

## About the FIRO-B instrument

The Fundamental Interpersonal Relations Orientation™ – Behaviour (FIRO-B<sup>®</sup>) 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 FIRO-B 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?

To attend this programme you must be a qualified practitioner of the FIRO-B instrument.

To become a qualified practitioner, you must have successfully completed the FIRO-B Qualifying Programme.

## Programme dates

Please visit our website to view our training dates at [www.opp.eu.com/calendar](http://www.opp.eu.com/calendar).

## Fee

Please visit our website to view our full price list at [www.opp.eu.com/pricelist](http://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](http://www.opp.eu.com/shop).

### By email

Send an email including course and participant details to [learning@opp.eu.com](mailto: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

One-day programme

## Locations

Dublin, Oxford

Also available in other European countries – please see [www.opp.eu.com](http://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 practice sessions. The following areas will be covered:

- Understanding the FIRO-B instrument preferences and their application to team roles and leadership behaviour
- How to explore team climate and identify the stages of team development
- Selecting an appropriate strategy for teams undergoing change
- Insights into organisational culture.

## Benefits for you and your organisation

This programme will help to build upon the extensive knowledge gained from your qualifying training. It will help you to develop the skills and experience you need to effectively apply the instrument with teams and at an organisational level.

On completion of this programme, you will be able to apply the new skills you have learned to your organisation, using the FIRO-B instrument to improve interpersonal relationships and performance.

## OPP<sup>®</sup> 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](http://www.opp.eu.com), email [enquiry@opp.eu.com](mailto: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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