



Highlands Ability Battery

Whole Person Technology



Employee And Team Development

Utilizing its knowledge of the workplace, Highlands has developed several one-day programs to improve employee performance and productivity and encourage employee development. We infuse employees with a sharpened sense of their strengths and skills and propel them to higher levels of effectiveness and success. Our programs focus on both team development and individual employee development.

We have built a number of corporate programs around the simple proposition that an employee's most powerful tools are self-knowledge and self-awareness. By promoting individual employee development, employers can train their employees to interact more successfully with other employees and groups. This enhances team development as well. The Highlands programs have been used by such Fortune 500 companies as GSK, IBM, JPMorganChase, Cisco, Cingular and Bell South.

The Highlands Programs are built on the eight factors of the Highlands Personal Vision Wheel. To define an employee's abilities, we use the gold standard among assessment tests – the Highlands Ability Battery. The Battery is an objective test of 19 abilities, each measured by a time-tested work-sample. The Battery is available online and on a CD. Each employee's results are reported and analyzed on a detailed 30-page Report.

Following the Battery, employees take part in a two-hour personalized consultation with a Certified Highlands Affiliate. Over the years, we have trained more than 250 Affiliates throughout the world. The Affiliates are able to lead each employee through an intensive discussion of his or her abilities and what they indicate for team development and individual employee development and for a satisfying life and career.

Highlands Programs in Employee Development and Team Development

Employee Personal and Professional Development Program. This is a one-day Workshop conducted by a Highlands Affiliate especially trained in the art of group discussion and facilitation. Through a series of exercises, the Facilitator leads the participants through the eight factors in the Highlands Personal Vision Wheel. The aim is to build self-awareness, to learn how to get along with others, and to clarify life and career objectives. The Workshop contributes to fuller employee development. At the end of the workshop, each employee creates a Personal Vision and completes a Personal and Professional Development Plan and a Career Vision Statement.

Team Building Program. The objective of this program is to identify a work team, to integrate its members into a cohesive unit, to overcome team challenges and to identify and manage the "people side" of a team. Team development is a sophisticated process, and the Team Building Workshops focus on such tools as problem-solving, mutual understanding and appreciation, leadership, communication styles, risk-taking, decision-making, trust, diversity, and conflict management. These tools can be used at all stages of team development. Each Workshop covers one or two days and incorporates many exercises. At the end of the Program, the team members define the team's goals as they relate to team development and create a Team Vision.



The Highlands Ability Battery is offered by Certified Affiliates worldwide.
www.highlandsco.com/affiliates_find.php