

BASIC INTENSIVE TRAINING

in **Dr William Glasser's**
Choice Theory, Reality Therapy, & Lead Management for Quality.

In 4 Days of this training course (27 hours) you will learn how to:

Understand and use Choice Theory

- Understand the connection between how our brain works as an internal control system, what motivates us to do what we do (our behaviour) and how we choose what we do.
- Learn how we and others can get what we want by learning how to effectively and responsibly meet our five basic needs
- Recognise the purpose of any behaviour by understanding the interplay between our thoughts, feelings, actions and physiology

Use Reality Therapy for Successful Interviews and Conversations

- Learn how to manage and influence others instead of trying to control them
- Develop specific communication skills, based on trust not fear, for helping others evaluate and change their behaviour
- Expand your creative thinking and perceive more options and choices, which will help you to make more effective decisions.

Use Lead Managing for Quality Work and Leadership

- Become a lead-manager who eliminates coercive practices and develops an environment of trust in the workplace
 - Increase your awareness of what Quality is for you, then learn how to engage others in ongoing discussion about quality to experience more of it
- Manage others so that they understand that the essence of quality is continual improvement, as defined and evaluated together with the manager.

Reality Therapy and Choice Theory

Reality Therapy is a **communication model** committed to empowering people to make choices that are successful and effective, in both the short and long term.

Reality Therapy uses **Choice Theory** - a model of our internal control system and behaviour developed by Dr William Glasser, which has **two key beliefs**. The first belief is that **people are responsible for themselves and their actions**. The second key belief is that **human beings are internally motivated**.

What this means is that "Why" we do something is related to what we want **internally**, not to some external stimulus. Reality Therapy is a strategy which shows how to use this internal motivation to choose more need satisfying and effective behaviours.