

Shadowmatch Business Application Webinars 2022	
19 January 2022	The Psychology of Recruitment <ul style="list-style-type: none"> • Why do we appoint specific people? • What is the psychology of people preference? • What are the benefits of factual recruitment? • Should the newly recruited employee know why they were appointed? • Common mistakes made during the recruitment process.
26 January 2022	Optimal Recruitment Practices <ul style="list-style-type: none"> • Benchmarks. • Match and Multimatch. • Interview Pack and Interview Scoring System. • Recruitment Specification.
23 February 2022	Succession Planning <ul style="list-style-type: none"> • Multimatch- Benchmark based search. • Development plans for behavior. • Leadership Development: Benchmark top leaders in the business and search.
2 March 2022	Career Building and Business Development <ul style="list-style-type: none"> • The tension between growth and stagnation. • Why do people stagnate in their careers? • Business Development through Personal Development – PDPs grow the business, not only the person.

<p>30 March 2022</p>	<p>The Impact and Management of Retrenchments</p> <ul style="list-style-type: none"> • What is the psychological impact of retrenchment? • What is the social impact of retrenchment? • Most critical business risks related to retrenchments. • How should it be managed?
<p>6 April 2022</p>	<p>Planned Retrenchments</p> <ul style="list-style-type: none"> • Keep most skilled people. • Keep individuals who best fit top performing Benchmarks. • Provide those retrenched with Career Reports and Career Coaching.
<p>4 May 2022</p>	<p>Team Dynamics – The Psychology of Teams</p> <ul style="list-style-type: none"> • Different Team Types. • Diverse single goal. • Diverse single task. • Diverse single goal with task diversity. • Cohesive goal oriented vs dynamic & diverse oriented . • We work with one idea vs we work with multiple ideas.
<p>11 May 2022</p>	<p>Recruitment On-boarding</p> <ul style="list-style-type: none"> • New members team on-boarding. • This is part of the recruitment process. • Team building with the receiving team must be done as part of the recruitment process.
<p>8 June 2022</p>	<p>Understanding Relationships: The Psychology and Principles</p> <ul style="list-style-type: none"> • The Shadowmatch Relationship Model. • The easy but sometimes impossible challenge!

<p>15 June 2022</p>	<p>Understanding Relationships: Practical and Relationship Types</p> <ul style="list-style-type: none"> • The Shadowmatch Relationship Reports. • How they work? • Where to get them? • How to use them?
<p>13 July 2022</p>	<p>The Psychology of Skills and Effective Learning</p> <ul style="list-style-type: none"> • Which habits support the skills learning process? • What can be done to improve and enhance skills learning? • What is the difference between skills learning & academic learning? • Should an employer recruit or develop skills? Or both?
<p>20 July 2022</p>	<p>Team Building & Team Analysis</p> <ul style="list-style-type: none"> • General team building. • Optimal team task allocation. • Team On-boarding. • Dysfunctional teams: Recovery. • Optimal team management for team leaders and managers.
<p>17 August 2022</p>	<p>Personal Wellness</p> <ul style="list-style-type: none"> • The building blocks of wellness. • The absence of trauma. • The key role of success. • Conflict handling: Team Conflict (Team Analysis System). Personal Conflict. Relationship Reports. • Relationship building: Eight Relationship Reports. • Personal enrichment reports: Full Feedback, Career Report, Study Methods Report.

<p>14 September 2022</p>	<p>Development of Employees</p> <ul style="list-style-type: none"> • The problem with generic development. • The benefit of individualized specific development. • PDPs are individualized and workplace focused. • Coaching as employee development. • Coaching as performance optimization – see webinar please.
<p>12 October 2022</p>	<p>Skills Audits</p> <ul style="list-style-type: none"> • All employees must do Skillsgrid. • Set the Skillsgrid Benchmarks. • Export a full Skills Audit Spreadsheet for training identification purposes. • Keep an updated list of skills, critical skills, and continuous skills development as a business asset.
<p>9 November 2022</p>	<p>Behavior and Context</p> <ul style="list-style-type: none"> • Habits and context. • Understanding contextual behavioral patterns. • Reading the Shadowmatch Results with a context lens. • Top performers vs poor performance psychology.