

BLUTEAU DeVENNEY & COMPANY

Helping Success Come Naturally



A Bluteau DeVenney Solution
for

Bell Aliant



Prepared by Bluteau DeVenney & Company Inc
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Exercise 1 - The Leaders We Need

<p>WHERE TO FOCUS Identify the key influencer groups that affect your success in your position.</p>	<p>WHAT THEY NEED Brainstorm the needs each influencer has for your position.</p>
[1]	[2]
The Key Influencers	
<p style="text-align: center;">1</p>	
<p style="text-align: center;">2</p>	
<p style="text-align: center;">3</p>	
<p style="text-align: center;">4</p>	
<p style="text-align: center;">5</p>	



Exercise 1 - The Leaders We Need

DRIVERS OF SUCCESS	ACTION PLAN
What are the actions you need to take to meet the needs of your key influencers?	What are your best actions to take in the next 30 days to move forward?
[3]	[4]



Exercise 2 - The Summary of Natural Strengths

FactFinder		FollowThru	
The need for detail, accuracy and information prior to taking action and making decisions.		The need to process, organize and sequence prior to taking action and making decisions.	
Score of 1-3: Resistant Strength - Won't need to ...			
Summarizes information Needs freedom from detail and minutiae Just needs the answer not the reasoning Point form directions Gets to the point Not conventional Generalist The one thing	Simplify/Generalize	Bottom-line only Needs freedom from pre-arranged schedules sense of time is "whatever it takes" Doesn't follow time-management rules Won't get boxed in or rigid with plans Doesn't like routine or patterns Won't get caught up in process	Adapt/Bottom-Line
Score of 4-6: Accommodating Strength - Willing to ...			
Edit details Review data and information Work within priorities Assess pros and cons Review evidence Review written material Uses bullets and executive summary Focus on key points	Explain/Edit	Maintain order Work within the system Follow procedures and adhere to the plan Maintain concentration Complete when necessary Test the system Look for shortcuts to increase effectiveness Recycle what worked elsewhere	Maintain/Recycle
Score of 7-10: Insistent/Dominant Strength - Needs to ...			
Research and collect data Establish priorities Quantify and rank order Define objectives Assess probabilities Provide historical evidence Develop strategies Put it in writing Look for proof and justify Specialist Ask questions	Justify/Research	Seeks order and designs systems Establishes procedures Arranges logistics Works sequentially and needs focus Needs closure Diagrams possibilities Logical Puts pieces in context	Classify/Process
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Exercise 2 - The Summary of Natural Strengths

QuickStart		Implementor	
The need for change, innovation and taking risk prior to taking action and making decisions.		The need to physically construct and demonstrate prior to taking action and making decisions.	
Score of 1-3: Resistant Strength - Won't need to ...			
Stays focused and works on one thing Stabilizes and will not push change Tests the water before moving ahead, looks at the odds Works on priorities Will not be impulsive Meets deadlines on time consistently Doesn't operate in crisis mode	Stabilize/Focus	Conceptual and abstract Great visualizer Doesn't need to see it to believe it Doesn't like to physically demonstrate or use equipment	Imagine/Conceptual
Score of 4-6: Accommodating Strength - Willing to ...			
Builds on successes Looks for incremental changes Responds to imposed deadlines Open to change Modifies what has worked Will assess new alternatives Willing to implement change and overcome odds	Modify/Incremental	Uses models and provides concrete examples Responds to spatial requirements Works with tangible goods tools and equipment Sees how things fit together	Restore/Demonstrate
Score of 7-10: Insistent/Dominant Strength - Needs to ...			
Takes risks Needs a sense of urgency Innovates and needs change seeks challenges looks for alternatives and originates options Ad libs & acts on intuition Thrives on deadlines and future-based projects Looks for short-cuts	Innovate/Improvise	Builds and constructs physical solutions Studies the tangible Protects quality Tests materials Allocates space and resources Strategies for lasting concrete goals and integrity of work	Build/Construct



Exercise 3 - The Summary of Natural Advantage Approach

FactFinder		FollowThru	
The need for detail, accuracy and information prior to taking action and making decisions.		The need to process, organize and sequence prior to taking action and making decisions.	
Researcher		Designer	
Probes Prioritizes Proves Specifies Calculates Defines		Plans Coordinates Graphs Charts Arranges Budgets	
Strategic Planner		Systems Analyst	
Studies trends Puts priorities into context Explains procedures Evaluates sequences Organizes curriculum Justifies policies		Structures data Programs specifics Charts probabilities Concentrates on details Plans appropriately Concludes thoroughly	
Manager		Program Developer	
Explains bottom line Justifies intuition Qualifies sales Calculates risk Specifies challenges Allocates variables		Focuses options Designs originals Coordinates flexibly Sequences diverse elements Graphs changes/tracks experiments Schedules alternatives	
Technologist		Manufacturer	
Studies tangibles Allocates space Tests materials Demonstrates probabilities Evaluates quality Strategizes protection		Designs models Patterns workflow Plans space Coordinates equipment Concentrates on materials Maintains quality	
		Mediator ⇨	



Exercise 3 - The Summary of Natural Advantage Approach

QuickStart		Implementor	
The need for change, innovation and taking risk prior to taking action and making decisions.		The need to physically construct and demonstrate prior to taking action and making decisions.	
Innovator		Demonstrator	
Challenges Originates Promotes Brainstorms Risks Intuits		Builds Constructs Shapes Molds Forms Repairs	
Entrepreneur		Investigator	
Promotes appropriateness Improves presentations Converts data Challenges status quo Revises standards Changes priorities		Handles meticulously Demonstrates thoroughly Makes complex maneuvers Builds precisely Protects physically Establishes standards	
Theorist		Quality Controller	
Innovates systems Reforms plans Originates concepts Modifies procedures Reverses trends Instigates transitions		Installs systems Enforces regulations Maintains equipment Builds structures Guards facilities Designs mechanically	
Pioneer		Adventurer	
Competes physically Explores new territory Defies the elements Challenges endurance Alters environment Invents		Remodels Constructs futuristic models Sculpts free form Explores Renders uniquely Shapes intuitively	
Adapt to changing needs Gain cooperation by mediating Commit to group progress		Provide backup support Being a team player Leads by building consensus	
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Exercise 4 - The Dimensions of the Mind

CHALLENGES	SOLUTIONS
Identify people problems encountered in your work and put them in the mental dimension that best fits.	Brainstorm the possible solutions to resolving these challenges
[1]	[2]
AFFECTIVE FACTORS	
COGNITIVE FACTORS	
CONATIVE FACTORS	



Exercise 5 - Conative Communications

AUDIENCE	APPROACH
Based on the Kolbe© profile of your audience what do you know about their mode of communication?	How would you "sell" your idea to your audience based on their Kolbe© profile? How would you present and help them learn?
[1]	[2]



Exercise 6 - Natural Leadership Approach

Your Natural Leadership Approach

Review your Kolbe© results and your personal notes to define how you naturally take leadership.
Think about your dominant and resistant strengths in level of intensity.
Think about how you gather and present information, how you plan and organize, how you innovate and handle change, and how you show what you mean.

Outline below the four steps you take to lead naturally.

Blank space for writing the outline of the four steps to lead naturally.



Exercise 7 - Conative Insights

INSIGHTS

What are the insights you have gained from understanding your Kolbe© results in terms of how you work, how you work with your direct reports, colleagues, and others?



Exercise 8 - Communicating To Connect

INSIGHTS

What are the insights you have gained from our discussion of providing feedback, resolving conflict, and coaching for performance.



Exercise 9 - The Session Action Commitment

Meeting & Date: _____

MEETING: What are your key insights from this meeting?

1

2

3

POST-MEETING: What actions do you agree to take from this meeting?

Who does what by when?

1

2

3

POST-MEETING: Who do you need to talk to/follow-up with about what and by when?

1

2

3

What's next?