



24th Annual Conference of BAPT 2013

Type for Life Conference Programme

Friday 1st March

Pre-Conference Workshop

9.15 – 9.45am
9.50am

Registration & coffee
Welcome and introduction to the day – Angelina Bennet/Gwyneth Adams

10.00am –
5.00pm

Growing Leaders With Type – Sharon Richmond

Leading well is an art, practiced by many and mastered by fewer. How aware are you of your own leadership? Do you lead mindfully, and with your whole self? Do you lead from a script you hold about good leadership? Do you emulate others? In the spirit of exploring Type for Life, join Sharon Richmond for a day of learning, reflection and development. Whether you work as a formal or informal leader, develop other leaders, or whether you lead in your daily life, your type knowledge holds the key to your own effective as a leader. We'll look at: what leaders do and how leaders can develop, using the full breadth of our type knowledge. We'll explore Jung's eight function-attitudes, and apply that lens to growing yourself and others as leaders. The day will include something for everyone: data, conversation, stories, interaction, reflection, and a few concrete applications. Together, we will improve our own artfulness as leaders.

LUNCH
1pm – 2pm

Sharon Lebovitz Richmond, MBA, is President of APTi for 2012. She is an executive coach and consultant who specializes in business-driven change management and leadership effectiveness. For more than 25 years, Ms. Richmond has helped executives build the culture, structure and leadership crucial to their organizations' success. Having consulted with senior leaders of Fortune 100 companies to venture-backed start-ups, Sharon currently works as the Director of Cisco System's global Change Leadership Center of Excellence. Sharon is the author of Introduction to Type and Leadership, now available in Kindle format. She holds an MBA in strategy and organization behavior from Stanford Business School. Sharon is an internationally-known speaker and facilitator, and is co-author of research on leadership, emotional intelligence, and type. Email: sharonrichmond1@gmail.com.

There will be Coffee breaks during the morning and afternoon sessions

BAPT 2013 CONFERENCE

Friday 1st March

5.30pm –
6.30pm

Registration & coffee

7.00pm

Dinner

8pm

Conference Welcome – Angelina Bennet

8.05pm

Walk this Way - Susan Nash

Berens Interaction Style model illustrates how we naturally engage with others to achieve our goals and get our needs met. Andy Cole has been able to integrate elements of Van Laban's theory of movement with the Interaction Styles framework in order to provide useful clues for not only recognizing different styles, but also ideas to be able to flex to genuinely connect with those who have a different natural energy to us. This approach can be very useful in relationships, leadership, selling, customer service and influencing. In this session. Susan will demonstrate the four styles of movement associated with In-Charge, Chart-the-Course, Get-Things-Going and Behind-the-Scenes. In addition she will explain the preferences inherent in the energy pattern, and describe ways to flex style in order to build rapport. Finally Susan will share the link between psychological type and Interaction Style. The session will be hands-on and fun, with video and activities to bring the subject to life.

Susan M Nash is co-author of the Teamwork from the Inside Out Field Book, Turning Team Performance Inside Out (1999), Dating, Mating and Relating (2000), Let's Split the Difference (2009) and Contextual Coaching (2011). She is founder of EM-Power (UK) Ltd., and EM-Power, Inc. international consulting firms specialising in applying knowledge of type and temperament to increase business results. Born in the UK she graduated from the University of Birmingham with a First Class Honours Degree and moved to the USA in 1987. She has worked with over 20,000 individuals globally introducing them to psychological type as a tool to improve communication, raise leadership effectiveness and improve team results. www.em-power.com. Email: susan.nash@em-power.com.

Saturday 2nd March	
8.45-9.25am	Registration & Coffee
9.25am 9.30am - 12.50pm	<p>Conference Welcome – Angelina Bennet</p> <p>Keynote Speaker – Sharon Richmond</p> <p>Changing It Up: Living (Well) in Turbulent Times</p> <p>“They must often change, who would be constant in happiness or wisdom.” – Confucius</p> <p>What is it about change that has us both love it and hate it, welcome and rebel against it, sometimes in almost the same moment? While we know that change is inevitable, we also repeat the belief that people resist change, even despise it. This love-hate relationship seems to have roots in our very biology, and perhaps in our personalities as well. In this plenary session, we will explore the concept of choice in change. What choices do we have, as individuals? And how can we manage ourselves and others through times of change? By examining some similarities and differences in how people react to change, and applying several type lenses – Jung’s eight functions, temperament, and interaction styles – we will generate some conclusions about how much choice we have and how we exert it. As time permits, we will also examine individual needs and reactions, compared with organizational needs and reactions. By the conclusion, you will have your own view of what the key levers are that can encourage or discourage a healthy acceptance of change, whether in pursuit of happiness, or wisdom, or both.</p> <p><i>Sharon Lebovitz Richmond, MBA, is President of APTi for 2012. She is an executive coach and consultant who specializes in business-driven change management and leadership effectiveness. For more than 25 years, Ms. Richmond has helped executives build the culture, structure and leadership crucial to their organizations’ success. Having consulted with senior leaders of Fortune 100 companies to venture-backed start-ups, Sharon currently works as the Director of Cisco System’s global Change Leadership Center of Excellence. Sharon is the author of Introduction to Type and Leadership, now available in Kindle format. She holds an MBA in strategy and organization behavior from Stanford Business School. Sharon is an internationally-known speaker and facilitator, and is co-author of research on leadership, emotional intelligence, and type. Email: sharonrichmond1@gmail.com.</i></p>
1pm-2pm	Lunch

Concurrent sessions

2pm – 3.30pm

Type and Faith – Leslie Francis

Since the mid-1990s Leslie J Francis has co-ordinated nearly 100 empirical studies designed to explore the connection between psychological type theory and approaches to the Christian faith. These studies draw on data from the USA and Australia, as well as the UK. In this presentation he draws on these data to discuss:

- the psychological type profile of church congregations, ministers, priests and pastors (across denominations) and bishops;
- the connection between psychological type and preferred religious styles, including mystical orientation and charismatic orientation;
- the role of psychological type preferences in biblical interpretation and preaching.

Leslie J Francis is Professor of Religions and Education at the University of Warwick, and Canon Theologian in Bangor Cathedral, Wales. His recent relevant books include: Faith and Psychology (Darton, Longman and Todd, 2005) and Preaching with all our souls (Continuum, 2008). He can be contacted at leslie.francis@warwick.ac.uk.

Intentional Leadership: 12 Lenses for Focusing Your Strengths, Managing Your Weaknesses, and Achieving Your Purpose – Jane Kise

Today's executive coaching models often emphasize using strengths to accomplish career goals. However, instead of treating coaching for strengths OR weaknesses as opposite and mutually exclusive approaches to coaching, we need to see how to work with both aspects of who we are. Psychological type, with its mirroring of opposites, is an ideal tool for bringing honesty to these reflections.

In this interactive session, participants will identify their own leadership priorities, map these onto 12 Leadership Lenses that relate to Jungian preferences and Emotional Intelligence, and explore the upside and potential difficulties these priorities pose in a given situation.

Dr Jane Kise, a past president of the Association for Psychological Type International (APTi), is a consultant and author of over 20 books, including Differentiated Coaching: A Framework for Helping Teachers Change, LifeKeys and Work it Out. She holds an MBA in finance and a doctorate in Educational Leadership. She is also a faculty member of the Center for Applications of Psychological Type. In 2005, she won the Isabel Briggs Myers Award for Outstanding Research in the Field of Psychological Type. She devotes most of her time to helping schools integrate type concepts into professional development, leadership and instruction, but also works as a management consultant and executive coach. Her next book, due out in January, 2013, is Intentional Leadership (Triple Nickel Press).

3.30pm	Coffee Break		
4 pm – 5.pm	<p>What Type of Mars are You? – Wynn Rees</p> <p>How to be a man, or manly, is widely spread in the type table. Just as how to be a woman, or womanly, is widely spread in the type table.</p> <p>The 60 / 40 expressed preferences for T and F across this dichotomy, F for women, T for men, has been well observed since Isobel Myers worked on her original word pairs. In contrast to the more 50 / 50 split for the other dichotomies.</p> <p>What does that mean in practice? In real life? Bring your own experience of your gender and your type to explore these in this session.</p> <p>The session is designed to be as open as possible, but with the aim of exploring gender and type together.</p> <p>Outcomes</p> <ul style="list-style-type: none"> • to see how others' type is perceived by you • to question the effect of your gender on your perceptions <p><i>Wynn has run his own Coaching and Facilitation services consultancy following a career in Organisational Development in local government. Type psychology is one of the tools he used, and continues to employ to help others understand</i></p>	<p>Group Dynamics - Angelina Bennet</p> <p>Many type users are familiar with the various lenses through which type is used for groups and teams – functional pairs, change orientation, temperaments. But few type users feel comfortable using type dynamics, or function-attitudes, to work with groups. In this session, practical applications and simple, straight-forward techniques for working with type dynamics at the group level will be presented. Case examples will be used to demonstrate the importance of working at the whole-type level with interpersonal relationships. Get back to the original meaning of Jung's psychological types and bring more insight to your audience!</p> <p><i>Angelina is a Chartered Occupational Psychologist and specializes in developing individuals through personality work. She has an occupational psychology business in Buckinghamshire focussing on coaching, development and assessment. Prior to this, she spent several years working as an Assistant Clinical Psychologist with the NHS before studying for her MSc in Applied Psychology. She then worked for OPP for several years, and continues to work with them as an Associate qualifying people to become MBTI® practitioners. Her other</i></p>	<p>Using Type to Inspire Active Learning – Esther Fuller</p> <p>Active learning is learning which engages and challenges us. It is seen as an appropriate way for children and young people to develop vital skills and knowledge along with a positive attitude to learning. Within the framework of national and local educational policies and initiatives, can Type help teachers provide engaging learning experiences which promote active learning? At the heart of active learning is the creation of a nurturing ethos, where our young people feel supported to learn. How can Type promote the effective management of active learning in the classroom? In this interactive session I will consider how Type can be used to create a nurturing classroom, enriching the learning experience and promoting active learning for pupils.</p> <p><i>Esther Fuller has worked as a teacher for 15 years in both mainstream and additional support for learning. She is currently Principal Teacher of Additional Support for Learning. She first came across MBTI® on an inservice training day and immediately recognised the significant impact it could make to her teaching practice. She enjoys using her knowledge of personality type when designing learning activities and assessment tasks and when creating learning environments. After realising the potential of type in education Esther trained to become an MBTI® practitioner. Her areas of</i></p>

	<p><i>themselves. He loves myth and stories, and delights when people realise that these play out in their own lives. Such insights seem to come more quickly with a knowledge of type. Knowledge of type can be a key to unlocking how one's own psychology is a window on the world, and to learning that other's windows have different views of the same story</i></p>	<p><i>areas of interest are around people development including hypnosis, psychosynthesis and the Enneagram. She is the author of 'The Shadows of Type – Psychological Type Through Seven Levels of Development'. Email: angelina@ipotential.co.uk.</i></p>	<p><i>interest include identifying and reducing curricular, environmental, social and emotional barriers to learning. She is passionate about providing pupils with the best possible learning experiences.</i></p>
5.30pm-6.30pm	BAPT AGM		
7pm	Dinner		
8.00-8.30pm			

Focussing on the Future

A 3 in 1 session where you can network with others; tickle your brain; and support BAPTand all while sipping a glass of wine. What better way could there be to spend 30 mins?



Join us after dinner in the conference room from 8 to 8.30pm on Saturday.

Sunday 3rd March	
9.00am – 10.15am	<p>Type & Conflict - Gil Parsons</p> <p>During this conflict workshop we will acknowledge some of the obvious sources of conflict between types and think about some of the less obvious irritations, exploring why some of these differences can cause conflict. We will also to think about some of the conflicts within individual type and between dimensions and how to work with these. Finally we will look at which dimensions are more likely to influence our behaviour when either engaging or resolving conflict situations, and strategies we might use to increase effectiveness.</p> <p><i>Gil is a chartered occupational psychologist and an experienced user of psychometric instruments for team building, leadership development, career guidance, self-development, recruitment and assessment. She currently uses MBTI Step I, II and III, and FiroB on a regular basis in coaching, leadership development, team building and career transition, ensuring the information gained is used to enhance individual and team learning. Gil has wide coaching and mentoring experience across a number of industries and sectors. She designs and delivers leadership development and coaching programmes to individuals and organisations, she coaches individuals from a variety of backgrounds and supervises other coaches.</i></p>
10.15 – 10.30	Coffee
10.30 – 11.30	<p>Keynote with Jane Kise: Leveraging the Energy of Differences Through Polarity Management</p> <p>Polarity management changes either/or arguments into deep conversations about the real issues, fears, and values that have caused people to “lock in” to their positions. Often, we think we’re solving a problem when in fact the “solution” will bring the upside <i>and</i> downside of the “winning” position. We need traditions AND change, individual initiative AND teamwork, top-down AND bottom-up leadership, to cite a few classic examples of polarities. This interactive session introduces the tools of polarity mapping, providing practical ways to help individuals and groups engage in dialogue rather than argument.</p> <p><i>Dr Jane Kise, a past president of the Association for Psychological Type International(APTi), is a consultant and author of over 20 books, including Differentiated Coaching: A Framework for Helping Teachers Change, LifeKeys and Work it Out. She holds an MBA in finance and a doctorate in Educational Leadership. She is also a faculty member of the Center for Applications of Psychological Type. In 2005, she won the Isabel Briggs Myers Award for Outstanding Research in the Field of Psychological Type. She devotes most of her time to helping schools integrate type concepts into professional development, leadership and instruction, but also works as a management consultant and executive coach. Her next book, due out in January, 2013, is Intentional Leadership (Triple Nickel Press).</i></p>

<p>11.35am-1.00pm</p>	<p>Exploring your Style from the Outside In – Kathryn and Elizabeth Hirsh</p> <p>Join us as we turn the self-discovery process on its head by considering how important information about your core self can be found by examining your external environment. Surveying the contexts in which you live, work, and play can offer clues about your hopes, dreams and values as well as reveal what brings you meaning and satisfaction. We will link these discoveries back to your four-letter type code to give you ideas about how you can create environments that are in greater alignment with your inner compass. The usual advice encourages an “inside-out” approach, but why not try going from the “outside-in” instead?! Let’s have fun together, leaving the typical heaviness of self-examination behind, and see how much depth can emerge from a playful exploration of the “surface.”</p> <p>At the end of this session you will have be able to:</p> <ul style="list-style-type: none"> • Uncover some of the social, spiritual, intellectual, physical and emotional contexts that bring you joy and growth and those which drain your energy and enthusiasm • Decode what personality type tells you about these contexts and how they match or mismatch your hopes, dreams, principles and values • Map out a plan to create more congruency between who you are at your core and how you live in order to increase meaning and satisfaction • Cultivate an adventurous and curious attitude toward exploring what has worked in the past and what is working now to build a better future • Commit to applying these strategies to your self-discovery process as well as that of your clients and significant others <p><i>Katherine W. Hirsh, DPhil and Elizabeth Hirsh, MS have been using psychological type in coaching, management consulting, counseling, education, and personal, professional and faculty development for over twenty years. They are co-authors of Introduction to Type® and Reintegration, Introduction to Type® and Decision Making, and co-authors with Sandra Hirsh of MBTI Teambuilding Program: Leader’s Resource Guide and Introduction to Type® and Teambuilding. Katherine’s preferences are for INTP. Elizabeth’s preferences are for INFP.</i></p>	<p>Social Media - Claudia Stensvik</p> <p>What is really Social Media and what impact does it have on businesses? How can my business benefit from it? And which platform should I use anyway? If these questions are keeping you troubled or curious then fear not as this session will aim to provide you with a basic understanding of each social media platform such as LinkedIn, Twitter, Pinterest, Facebook, Instagram, Youtube, Flickr and Blogs - and more importantly <u>how</u> to use them to achieve your goal. We will also be looking on how to make social media easy and convenient when you have more then two platforms to manage. Bring along your ipad, smartphone or laptops and we can all get started.</p> <p><i>Claudia is from Norway and came to London in 2009 to do an MSc in Business Psychology and have ever since worked with helping businesses to find their purpose of existing and communicating that to the everyone that consumes their brand. The last couple of years she has been working with Social Media –Lead generation, Branding, Marketing and Event Management in London with the aim of increasing the client portfolio and promoting causes.</i></p>
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1pm-2pm	LUNCH
2pm-4pm	<p style="text-align: center;">Teaching Type to All Types - Susan Nash</p> <p>Facilitating learning to meet the needs of all personality types is not easy. Susan has had the opportunity, while developing PUMA University, of training trainers who have different type preferences in a real-life “laboratory” As a result she has developed certain concepts and practices which seem to appeal to all types. In this practical workshop Susan will describe a training design model which helps to ensure full audience participation. She will then briefly review ideas, skills and techniques to ensure that all temperaments get their needs met from a training session and which can be included in effective programme planning. In addition she will review briefly how to include all four kinds of information and cater to all four decision making preferences. Finally she will provide ideas for adjusting energy, pace and flow at different parts of any training based on the Berens Interaction Styles type lens. The session will be hands-on and fun, with exercises and a comprehensive handout to refer to after the session.</p> <p><i>Susan M Nash is co-author of the Teamwork from the Inside Out Field Book, Turning Team Performance Inside Out (1999), Dating, Mating and Relating (2000), Let’s Split the Difference (2009) and Contextual Coaching (2011). She is founder of EM-Power (UK) Ltd., and EM-Power, Inc. international consulting firms specialising in applying knowledge of type and temperament to increase business results. Born in the UK she graduated from the University of Birmingham with a First Class Honours Degree and moved to the USA in 1987. She has worked with over 20,000 individuals globally introducing them to psychological type as a tool to improve communication, raise leadership effectiveness and improve team results. www.em-power.com. Email: susan.nash@em-power.com.</i></p>
	Close of Conference