

Anahat Organisation Development Consultancy Pvt. Ltd.

FIRO-B® and FIRO Business® Certification Programme

Programme Brochure

2019

Fundamental Interpersonal Relations Orientation® Certification Programme prepares you to use and interpret the FIRO-B® and FIRO Business® instruments. The two-day workshop is highly interactive and provides many opportunities for you to practice presenting the FIRO® instruments and interpreting results in a variety of situations: with teams and groups, with individuals, and in coaching.

The FIRO® Instruments

The FIRO assessments are based on social need theory: all living things seek equilibrium between their basic needs and getting those needs met. FIRO® helps people understand their interpersonal needs and how those needs influence their communication style and behavior—and in the process improve their personal relationships and professional performance. . [Know more](#) about FIRO®.



		NEEDS		
		Inclusion <small>Being part of a group, recognition</small>	Control <small>Influencing the situation, leading, responsibility</small>	Affection <small>Being close with individuals, rapport</small>
BEHAVIORS	Expressed <small>What you tend to do; how much you initiate this behavior with others; observable action</small>	eI This is your Expressed Inclusion score	eC This is your Expressed Control score	eA This is your Expressed Affection score
	Wanted <small>How much you tend to want others to initiate this behavior with you; how much you prefer to be the recipient</small>	wI This is your Wanted Inclusion score	wC This is your Wanted Control score	wA This is your Wanted Affection score

Why should you be interested in FIRO®?

- **Gold standard for Team and Leadership development:** The FIRO® framework's powerful insights into the interpersonal relationships help organisations develop team and leaders by focusing on relationships at work.
- **Well researched, reliable and valid:** With over 6 decades of research backing it, the FIRO® instruments have robust reliability and validity. Used by thousands of companies in over 100 countries and 10 different languages every year, FIRO works well with the MBTI® instrument.
- **Easy to use and Administer:** Easy to understand framework, reports that provide insights into individual's interaction with others, short completion time and easy administration make FIRO-B® a must have in a trainer's and coach's toolkit.

Why get certified?

- You will get access to FIRO-B® and FIRO Business®
- You will also receive resource materials including books, presentations and videos to help you get started with FIRO®
- You will enhance your expertise as a facilitator of learning programmes, organisational development practitioner and coach

Programme Details

Duration: 2 days

Cost: INR 65,000 + Taxes

Dates:

23 - 24 May | Mumbai

29 - 30 Aug | Delhi

07 - 08 Nov | Bengaluru

Programme Timings:

9:00 am to 5.30 pm

Programme Details

Anahat's FIRO® Certification programme trains participants how to professionally and ethically administer and interpret the FIRO-B and FIRO Business assessments. This two-day certification programme provides participants instruction in FIRO Theory, interpreting the reports, using FIRO for team building facilitation and leadership development through coaching.

- Day 1: You will learn about the FIRO model and introduced to the report of FIRO-B instrument. You will also learn to present FIRO to individuals during practical feedback sessions with other participants.
- Day 2: You will be introduced to FIRO-Business and its features. You will learn about ethical and professional standards of use of FIRO®. You will learn to apply it in team as well as leadership coaching settings.

You will need to pass the assessment at end the course of the two day programme in order to demonstrate adequate understanding of the course material and receive the certification. Upon successful completion of the programme, you will be eligible to purchase and use the FIRO-B® and FIRO-Business® assessments and reports through Anahat. You will also receive a certificate from The Myers-Briggs Company Asia Pacific, indicating their eligibility to use the FIRO® instruments.

About Anahat

Anahat specializes in training and development, and is a distributor of psychometric instruments in India. Anahat's consulting offerings include coaching, OD Interventions and training in the areas of Leadership, Collaboration and Change Management. Anahat has certified more than 2000 people on the use of instruments, such as the MBTI®, FIRO-B®, Strong™ Interest Inventory, Saville Consulting and CPI260™.

About The Myers-Briggs Company

The Myers-Briggs Company, based in California, US, is a world leader in personality, career, and organizational development assessments. CPP is best known as the publisher of MBTI®, FIRO-B®, CPI™ and Strong assessments.

Who should attend this Programme?

- Trainers and Educators
- HR Professionals
- Learning and Development Professionals
- Organization Development Professionals
- Independent Consultants
- Coaches
- Organizational Leaders
- HR Heads
- Relationship Counsellors



Watch a short clip on FIRO and how it helps teams and individuals become more effective

About the Trainers*

CS Mahesh, Founder Director at Anahat and a Master trainer for MBTI® certification programme, has certified over 2000 professionals in the use of psychometric instruments like the MBTI®, FIRO-B®, Strong®, CPI260™, and the Saville Consulting suite of assessments. He is also certified on the EQ-i 2.0



Janaki Venkat, Founder Director at Anahat and a Master trainer for MBTI® certification programme, is an executive coach with over 1000 hours of coaching experience. She is also a Master Trainer for psychometric instruments like the Saville Consulting, FIRO-B®, Strong®, CPI260™ and EQ-i 2.0.



*Please note that either one of Mahesh or Janaki will be the trainer for the programme depending on availability.

Contact Us

Reach out to us for more information on our programmes.

Anahat Organisation Development Consultancy Pvt Ltd

3/1, 4th Cross Street, Besant Nagar
Chennai, 600090

+91 44 4201 9547

Write to us at info@anahat.in

Visit Anahat on the web at
www.anahat.in

Follow us on
LinkedIn