

Certification on Power Intelligence®

Program Brochure

2020

The ineffective use of power may often be the underpinning cause of various leadership development challenges. Julie Diamond, a world-renowned expert on power and leadership has spent over twenty-five years studying the dynamics and use of Power. She defines Power Intelligence® as the capacity to use one's positional power, status, and personal power effectively. Power Intelligence® and the effective use of power by leaders can be measured and learnt using the Diamond Power Index®, a multi-rater cum self-assessment tool that measures seven competencies of Power Intelligence®.

Why Power Intelligence®?

Power changes not just us but the people around us. It impacts how people act towards us, including the information they're willing to share. This makes it difficult for leaders to gauge the impact of their use of Power. In the absence of Power Intelligence®, power may have an almost intoxicating effect on leaders that impairs judgement, diminishes empathy and makes leaders feel more competent and capable than they are.

Programme details

Duration: 3 days

Date: 20 to 22 Oct, 2020

Location: Virtual

Cost: INR 1,05,000 +GST

How does Power Intelligence® help leaders?

Power Intelligence® can help leaders

- Gain insight into the dynamics of power
- Understand the impact they have on their role and the people around them
- Better manage role changes and career transitions
- Harness their personal power to create sustainable leadership
- Manage their feelings of powerlessness

What a Certification on Power Intelligence® will enable you to do?

The Certification on Power Intelligence® will enable you to:

- Understand and explain the dynamics of power in organisations
- Talk about power in terms of competencies
- Make executives become aware of their impact on organisational culture and engagement
- Develop leaders' ability to influence without the overuse of authority
- Work with leaders to avoid derailment by identifying potential risks
- Train leadership teams to navigate their internal challenges productively

Who should attend this program?

- CEOs, Business Heads, Senior Executives
- CHROs and HR Heads
- Learning and Development Professionals
- Executive coaches
- OD consultants

What will you get from the program?

The program will provide you with all the tools you need to help leaders learn to use their power effectively. You will:

- Get introduced to the concept of Power Intelligence and its framework
- Learn about the 7 Power Intelligence® competencies
- Learn to measure Power Intelligence® competencies using Diamond Power Index® a multi-rater cum self-assessment tool
- Learn practical tools to facilitate conversations on Power Intelligence®

Programme details

The program consists of the following modules:

Module 1: This module will introduce the concepts and methods of Power Intelligence® as well as the competencies for using power effectively.

Module 2: You will get an overview of the assessment components and reports, and best practices for preparing leaders and organisations to use the DPI®.

Module 3: In this module, you will learn how to interpret results and coach leaders. You will learn how scores are related to leadership behaviours and get an introduction to the comprehensive coaching process

Module 4: In this module, you will learn the technical and administrative aspects of using the DPI and Power Intelligence® in your organisation.

Certification is awarded upon successful completion of all modules, prework and post program assignment. Prework requires participants to read-up assigned literature on fundamentals of Power Intelligence®. The post-program assignment requires participants to practice their first debrief with the program instructor.

The Diamond Power Index® instrument

The Diamond Power Index® (DPI) is a scientifically validated instrument which measures the effective use of power by leaders through 7 Power Intelligence® Competencies. It has been based on research on leaders from 62 organisations and 12 different countries.

DPI® has both a self-assessment and a multi-rater component to it. The self-report component provides insight about a leader's sense of personal power. The multi-rater component measures a leader's use of power and its impact on others. [Click here](#) to know more about the DPI® instrument.

DPI®'s measures three aspects of Power Intelligence®:

- Personal Power: The leader's own sense of power and capacity to impact the world.
- Power Perspective: A 360° assessment that profiles a leader's effectiveness along the critical dimensions of power and authority.
- Developmental Drive: Characteristics and capacities that support or hinder the process of personal and leadership development.

View Sample Reports

Following reports from DPI® are available for practitioners:

[Leader Profile](#) | [Coaching Report](#) | [Group Report](#)

[Why Diamond Power Index?](#)
[Watch Julie explain.](#)



About the Trainer

Julie Diamond, Ph.D., is an executive coach, leadership consultant and author of *Power: A User's Guide*. The founder of Diamond Leadership®, a



leadership consultancy, Julie has been at the forefront of creating transformational learning and leadership solutions for over 25 years. She is also the co-founder of the Power2 LeaderLab, a leadership program for women leaders.

She was one of the original founders of the Process Work Institute (PWI), where she designed and led the MA degree and non-degree programs for professionals in the fields of conflict resolution, facilitation, and psychology.

About Anahat

Anahat specializes in organisation development and is a distributor of psychometric instruments in India. Our consulting offerings include coaching, leadership development, talent development and institution building among others. While we do this, we derive our energy from finding heart and meaning in everything we do. Developing self-awareness and helping people grow as persons is at the core of our organization.

Over the last 14 years, Anahat has offered expertise on over 30 different tools, certified over 2500 professionals, worked with over 1000 clients and delivered over 200 leadership development projects. We represent 4 international publishers of psychometric instruments in India. We offer certification and training in the use of instruments such as the MBTI®, FIRO-B®, Strong™ Interest Inventory, Saville Consulting and CPI260™.

Wish to know more about the programme?

Talk to our consultants about

Power Intelligence® and what it can do for you.

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