

iMA™  
bringing people closer

## Human Resource Audit

HALF DAY WORKSHOP



### Introduction

iMA is a universal language designed to help people communicate more effectively and build rapport in seconds.

iMA stands for Identify, Modify, Adapt: the principles used to enhance communication, teamwork and interaction between people with different behavioural characteristics.

*“iMA is fun but effective and  
it was immediately embraced by all participants and  
the results simply staggering.”*

Using a straightforward 10-question online questionnaire, participants receive instantaneous feedback on their natural behavioural preferences and their predominant iMA style (High Blue, High Red, High Green or High Yellow).

Over 50,000 people worldwide know their iMA style and use that knowledge to improve their effectiveness whenever they interact with others.

Astrum Coaching utilises iMA to deliver workshops and programmes that make dramatic improvements in personal effectiveness, management, leadership, team working, sales and customer service.

*“From the Myers Briggs to French graphology,  
I've never seen a profiling tool which is as short, fun,  
and which has, I believe, profound implications for how we work together  
in this brave new world of the digital world”.*

## How we Communicate with Each Other

When we want to share our feelings, thoughts and ideas with another person we “encode” them into a language, and transmit them by words, and non-verbally through our body language and vocal and facial expressions.

When our ideas are received they are decoded: the person on the receiving end assigns a meaning to the words and thoughts received, and some mental, physical or emotional action is taken.

Communication problems often arise because we have no guarantee that the other person (the listener) will interpret the words, expressions in our voice and face and gestures of our body in the same way we meant them to be understood.

In today's digital world, online communication is even more challenging due to the absence of non-verbal communication.

No matter whether we are online or off-line, we increase the chances that our message will be accurately and willingly received by the other person if we understand how that person prefers to receive information.

The key to making this process work is the ability to transmit thoughts, ideas and feelings to the listener in a way that maximises the chances of the other person understanding them.

## Learning to Understand and Speak iMA

iMA is a universal language that improves self understanding and helps people to communicate and work together more effectively. Through answering just 10 questions iMA will confirm your natural dominant patterns of behaviour – your iMA style.

Once you understand your own iMA style and you learn about the other styles, you will understand how others look at and filter the world and why they behave differently to you.

You will understand:

- \* **Different thinking styles**
- \* **Strengths and limiting patterns of behaviour**
- \* **The different ways people like to give and receive information**
- \* **How different people have different motivators**

This helps you to treat people the way they want to be treated. When this happens, trust, communication and cooperation go up; stress and tension go down.

The iMA language of colour is founded on these four styles:



**High Yellows** are outgoing, friendly and enthusiastic idea people who excel in getting others excited about their vision. They are fast paced, high energy and deal with people in a positive upbeat way; eternal optimists that can influence people and build alliances to accomplish their goals.



**High Blues** are warm, supportive and nurturing individuals who develop strong networks of people who are willing to be mutually supportive and reliable. They are excellent team players, courteous, friendly, good planners, persistent workers and good with follow through.



**High Greens** are serious, analytical, persistent, systematic and task oriented people who enjoy problem solving, perfecting processes and working towards tangible results. They do research, make comparisons, determine risk, calculate margins of error and then take action.



**High Reds** are goal oriented go-getters who are most comfortable when they are in charge of people and situations. They focus on a no-nonsense approach to bottom-line results. They are fast-paced, task oriented and work quickly and impressively by themselves.

Over 50,000 people from 40 countries are currently using iMA to understand themselves better and to help them communicate more effectively with their colleagues, co-workers, family and friends.

Whether you are at the front line or head office, in the public, private or third sector and wherever you are on the ladder of your career, iMA opens up new ways of thinking and doing.

## The iMA Human Resource Audit

### Overview

The iMA Human Resource Audit is a fast, simple and effective management tool that will help you to recognise and utilise your company's human resources.

### How Does it Work?

The iMA Human Resource Audit begins with each member of your team, department or organisation completing a simple 10-question online questionnaire that identifies that person's dominant pattern of behaviour (iMA Style).

Once everyone has completed the questionnaire you will receive a report that will detail each person's iMA Style, which will give you valuable insight and understanding of your employees.

You will also receive an "At a Glance" Reference Guide, which details how each of your employees wants to be managed, which if followed will lead to optimisation of personal and team performance.

### Benefits of the iMA Human Resource Audit

Once a person's dominant pattern of behaviour is defined, this will tell you what makes her/him tick:

- \* How she/he thinks
- \* How she/he likes to give and receive information
- \* How she/he operates under stress
- \* Her/his strengths and weaknesses
- \* How best to manage, motivate, delegate and criticise that person

In addition, when the Audit is followed up with our half-day iMA Essentials Workshop, this awareness, knowledge and understanding will lead to:

- \* Improved communication between individuals, teams, departments and across the entire organisation
- \* Increased co-operation leading to improved organisational effectiveness
- \* Reduced stress and tension
- \* Improved rapport building
- \* Increased self-awareness and understanding of others
- \* Improved working relationships

## Testimonials

98% of the people who have participated in an iMA workshop have said that it was very stimulating and meaningful and applied to them and their work. (Over 2, 000 people were surveyed)

Here is just a sample of their comments:

*"iMA has helped make managing people fun!"*

Paul Adamson  
Director, Olan Mills Photography

*"James Knight introduced this immensely powerful tool to over 50 teaching staff and 150 students. It allows individuals to develop their potential, and it provides them with the knowledge to improve their working relationships with those around them. The scope for good, in environments such as schools and colleges, is huge. I recommend it without reservation."*

Ann Marie Hodgkiss,  
Head Teacher, Princess Helena College

*"I would recommend iMA to anyone who wants to develop themselves and their effectiveness in communicating with others."*

Martin Durrant  
Elite Selecton

*"iMA has been one of the revelations in my life and has catapulted our business network into a new era for Ecademy. The ability to simply and quickly understand others and be able to see how I may be challenged by them, or see why I may be instantly 'attracted' to them in business has been a tremendous step forward for myself and for our members. The uptake in embracing iMA on Ecademy has been quite simply amazing, the fastest adoption of any application on our site."*

Penny Power  
Founder of Ecademy

*"From the Myers Briggs to French graphology, I've never seen a profiling tool which is as short, fun, and which has, I believe, profound implications for how we work together in this brave new world of the digital world".*

Julie Meyer  
CEO of Ariadne Capital (as quoted in her City AM Column)

## iMA Essentials Workshop - Programme Options

This is an in-company programme with the following options:

- Duration:** Half day
- Materials:** Folder, workbook, handouts, pen and certificate of attendance
- Support:** **Research** - Pre-programme research visit or telephone discussion  
**Administration** - Printing and packaging of delegate materials and liaison with your chosen venue for programme arrangements. Additional administration options available  
**Evaluation** - Post-programme evaluation and a consultant's report providing feedback on the programme
- Dates & Location:** To suit you
- Delegates:** Numbers to suit you
- Style:** iMA programmes are energetic, exciting and highly participative, which create an impact and motivate participants to learn and embrace change
- Learning Methods:** We utilise a blend of learning methods: practice sessions, group workshops, scenario-driven learning, assignments, self managed learning, shared group learning, accelerated learning and structured group learning

### Contact - Astrum Coaching

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