



Case study / Saltbox

Building confidence and personal effectiveness....

Saltbox learning and events work with individuals and organizations to create powerful, transformational experiences which increase people's self-awareness, skills, confidence, motivation and wellbeing.

We interviewed Nicki Davey, Founder Director and [TetraMap Master Facilitator](#) about her work with charities and ethical companies.

What L&D Challenges do you face in in the Charity Sector?

HFT is a national charity which helps people with learning disabilities and their families, to live the life they want to live. HFT provides innovative, ground breaking services to the people they support, and has an excellent reputation as a high-quality service provider.

After a comprehensive review of their training provision, HFT identified the need for its managers to build their personal effectiveness – two key areas of learning need were identified:

1. Managers needed to have greater self - awareness, understand the impact they have on others, and be able to manage themselves and their actions more effectively
2. Managers needed to understand others better and improve their communication and influencing skills in order for their teams to deliver effective results.]

Why did you choose TetraMap?

TetraMap is quick and easy to use but gives people an instant understanding of themselves, their own communication and behavioural preferences as well as those of others. It is easy to incorporate into classroom-based training programmes, and is very affordable to charities.



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Learner feedback reported the following:

- They can get better performance from their staff through understanding their needs better and adapting their communication or management styles accordingly.
- They are able to be more influential both within and outside the organization.
- They understand themselves better and are more able to manage their responses in order to get the best from any situation

How did Saltbox introduce TetraMap as a learning tool?

We developed and delivered a 2-day Personal Effectiveness course. Learners completed their TM profiles and explored what these meant during the morning of day 1, and then we use this knowledge and understanding to underpin much of the content for the rest.

This programme has helped learners to understand the relationship between their own attitudes, beliefs and behaviours, how this impacts on others, and how it determines their own effectiveness, with TetraMap providing the foundation for this.



What Impact and Change have you noticed?

Learners have visibly grown in confidence during the 2 days as their awareness and understanding of both themselves and others has grown.

The programme is now delivered to all managers in HFT and over the 4 years that I've been delivering it, I have made improvements and adaptations to the course, such as changing the structure and introducing new activities.

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