How ACE can help you to be more effective in how you deal with other people _today_!

ACE was designed to be a practical, easily accessible system for individual and team development. Based on four styles we all use in different degrees of frequency:

The Helper - Serious, professional, concerned to do the right thing

The Mixer - Flexible, optimistic, concerned to keep things friendly

The Driver - Purposeful, action-oriented, concerned to achieve and

The Planner - Careful, methodical, concerned to think things through.

The surveys are easy to complete and the results are automatically produced in the form of an easy to understand report which can be read, in conjunction with the free user guide, without any assistance. Most people find the reports surprisingly powerful and accurate given that they only took 15-20 minutes to complete the survey.

Unlike other models such as the Myers-Briggs Type Indicator, ACE does not give people a label. Rather, it indicates, all other things being equal, how people prefer to deal with others when they are relaxed and when experiencing threat.

The system is designed to give practical development tips for individuals and teams on how to make the most of their strengths, expand the range of behaviours they use to be more effective communicators and manage any potential weaknesses. To give a few examples:

- Some people want to get straight down to business, others wish to spend a little time in social conversation first
- Some people don't like detail others find it important to be given a full and logical explanation of things
- Some people like to solve problems in a team, brainstorming possible solutions, others like time on their own to reflect and develop their ideas before talking to others and finally
- Some people focus on opportunities whilst others focus on identifying and managing potential problems.

The dilemma is how to identify these differences and adjust your presentation to other people to take account of them. ACE gives a powerful yet simple to use framework for knowing how to do this - making people able to improve their effectiveness immediately.

The ACE learning model combines best practice with what will work best for the individual. For example to manage time effectively everyone must know what they are trying to achieve and balance dealing with routine, urgent and important priorities. How they do this will depend on how they prefer to operate: for example some people will naturally find a systematic recording tool such as a Filofax helps them while others will find it tedious or boring and not keep it up. So our development tips take account of individual preferences.

There are a range of ACE development applications including:

- **Self-report** which helps individuals to understand how they operate when relaxed and when under threat and gives development tips on how to become a more powerful communicator
- **Another Person report** which describes the behavioural preferences of somebody else which gives insights into how to deal with this person effectively
- **Team Styles report** which enables team members to define how their team normally operates and how they can improve its effectiveness
- **Leadership Styles report** which enables team leaders to improve their leadership skills
- **Managing Priorities report** which helps individuals to improve their productivity
- **Negotiating Styles report** to enable individuals who are regularly involved in negotiating to improve their negotiating skills
- **Powerful influencing** an eLearning package to enable individuals to quickly improve their ability to make persuasive arguments.