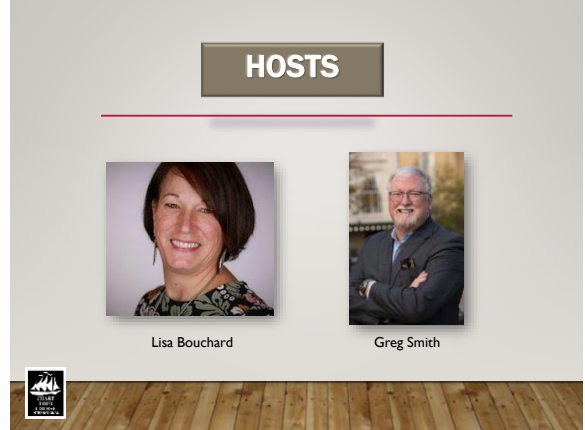
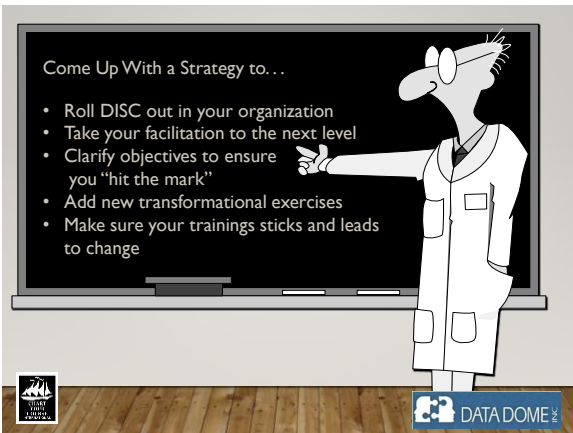


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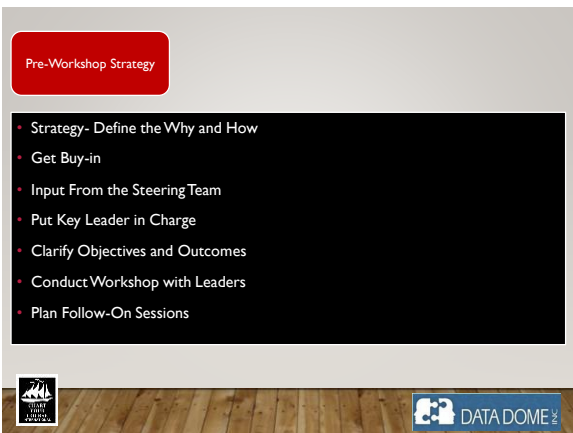
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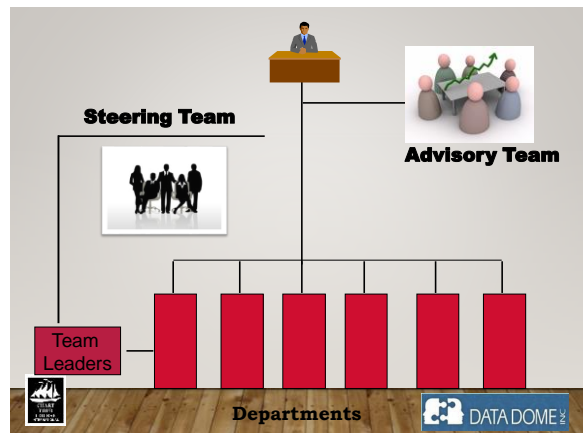
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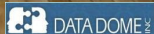
5



6

CLARIFY GOALS AND OBJECTIVES OF THE SESSION

- Review **DISC One-Page Overview** and Discuss Session Opportunities
- Utilize the **Client Intake Form**
- Meet With the Leader
- Most Important Thing He Would Like the Team to Walk Away With?
- Understand Group Dynamics
- Discuss Current Issues and Challenges
- Session Logistics to Ensure a Successful Session



7

BUILD TRUST: DO A MINI-SESSION WITH THE LEADERSHIP TEAM



8

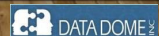
Workshop Facilitation

- Customize Session Based on Client Objectives
- Include "Heart, Head and Hands" Approach
- Teambuilding Exercises
- Best Practices
- Display Individual and Team Information
- Make it Fun!



9

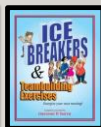
DISPLAY GRAPHS AND WHEELS



10

Favorite Team Building Exercises

- Discuss one thing people don't know about you...
- One thing you are most proud of...
- Tallest Tower
- Spell SOAP Contest
- Team Crests
- Alphabet Bingo
- Terrorist Toxic
- Cash Register Challenge
- Keeping the Good Ones Video Discussion
- Paper Tearing Exercise
- Characteristics of a HP Team



11

BEST PRACTICES

- Seating – Circular and in Teams
- Share Report Information
- DISC Dots
- Video Clips - Facilitator Kit
- **Relating With Each Behavior Style**
- **Team Dynamics Exercise**
 - Value, Challenges, Frustrations
 - Communication Do's and Don'ts
- Relevant Scenario Role plays
- Action Plan – 30 days



12

Post-Workshop Reinforcement

- Review **Session Evaluations** With Leader
- Discuss Next Steps
- Incorporate Into Processes and Trainings
- Keep it Visible
- Make It “Sticky”
- Utilize the **DISC Tip Card**



13

ABC Company - Leadership Team - Communication Guide

	Checklist for Communicating	Don'ts on Communicating	Ideal Environment
Paul Sample	Be specific and leave nothing to chance. Verify that the message was heard.	Leave loopholes or cloudy issues if you don't want to be called. Forget to follow-up.	Nonroutine work with challenge and opportunity. An innovative and futuristic-oriented environment.
Sami Sample	Provide ideas for implementing action. Provide "yes" or "no" answers—not maybe.	Be dictatorial. Leave decisions hanging in the air.	Assignments with a high degree of people contacts. Help the organization.
Josh Sample	Be prepared. Provide solid tangibles, practical evidence.	Rush him in the decision-making process. Be demanding or demanding, don't threaten with position power.	Close relationship with a small group of associates. The need for consistent, visible and stable contributions to the bottom line.
Lauren Sample	Use enough time to be stimulating, fun-loving, fun-moving. Provide ideas for implementing action.	Favoritize or demean her by using subtlety or evasion. Talk down to her.	A stable and predictable environment. Little conflict between people.
Mary Sample	Provide details in writing. Give pros and cons on ideas.	Offer assurance and guarantees you can't fulfill. Stick coldly or harshly to business, on the other hand, don't lose sight of goals by being too personal.	Projects that produce tangible results. A stable and predictable environment.
Marc Sample	Provide ideas for implementing action. Provide solutions – not opinions.	Talk down to him. Leave decisions in the air.	Work with a results-oriented team. Environment that is open to new ideas with respect for all team members.
Tamara Sample	Provide details in writing. Give her time to analyze the data before making a decision.	Say "trust me" – you must prove it. Be superficial.	Close relationship with a small group of associates. Private office or work area.
Beila Sample	Make an organized contribution to her efforts, present specifics and do what you say you can do.	Be vague about what's expected of either of you; don't fail to follow through. Rush the decision-making process.	An environment dictated by logic rather than emotion.
Carlin Sample	Define clearly (preferably in writing) individual contributions. Give her time to analyze the data before making a decision.	Be disorganized. Say "trust me" – provide her with answers to her questions.	Data to analyze. Environment where she can be a part of the team, but removed from office politics.
Mike Sample	Be prepared with the facts and figures. Show him a sincere demeanor by careful attention to his point of view.	Presume to be an expert, if you are not. Use testimonials of unreliable sources; don't be haphazard.	Limited contact with people. Projects that produce tangible results.

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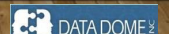
EVALUATIONS AND NEXT STEPS



15

INCORPORATE INTO PROCESSES TRAININGS & DEVELOPMENT

- Hiring Process
- New Employee Orientation Process
- Succession Planning
- Performance Evaluations
- Leadership and Team Training
- Sales & Customer Service



16

KEEP IT VISIBLE



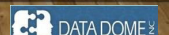
Free Weekly DISC Tips! Sign Up NOW!



17


REINFORCE & MAKE IT “STICKY”

- Homework
 - Professional Development
 - Team Relationships
 - Customer Interactions
- Accountability Discussions – Adapting Behaviors
- Additional Trainings – Expand Knowledge/Application
- One on One Meetings – Build Partnerships
- Share Best Practices and Challenges





18

Handouts/Materials



- DISC One-page Overview
- Client Intake Form
- Relating With Each Behavioral Style
- Team Dynamics Exercise
- DISC Tip Cards
- Session Evaluation Form

<https://www.chartcourse.com/handouts/>

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CONTACT US FOR HIRING ASSISTANCE





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How to Assess and Hire Great Sales People
 Date and Time
 Wed, Feb 27, 2019 3:00 PM - 4:00 PM EST
[Register Now](#)
<https://attendee.gotowebinar.com/register/4545013129075027970>



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WHAT WE DO

- Keynotes
- Management Training
- Strategy Development
- Coaching
- Hiring Solutions
- DISC Certification Training



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"Helping Organizations Create Great Places to Work"



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