



CORPORATE **LEARNING** INSTITUTE



DISC PROFESSIONAL
STYLE PROFILE



HYDRAFORCE

POWER FORWARD

ERP TEAM DEVELOPMENT

Session Logistics



Breaks



Chat



Questions



Polls & Menti



Breakout Rooms



DISC Reports & Chat



Cameras On!

Core ERP CLI Team Development

Goal = To support the human side of ERP by helping **individuals and teams get aligned** and work more effectively together.



Core ERP Team Development Schedule

Launch 1: Team Success Preparation (3/5)

Launch 2: Team Success Preparation (3/12)

Launch 3: Individual Team Coaching (3/15 week)

Team Success Check-in #1 (April)

Team Success Check-in #2 (June)

Team Success Pulse Surveys

Project Closeout – Post Go Live (November)





Session Objectives

- launch effective team connections
- discuss team purpose
- learn how DISC styles may impact communication
- develop guiding principles

Session 1 Agenda (Today)

- Launching Successful Teams
 - Stages of Teams
 - Team Charter
 - Team Essentials
- Best Team Ever
 - Powerful Stories of the past
 - Powerful Stories of the future
- DISC and Self

Session 2 Agenda (Next Friday)

- DISC and Teams
- Developing Guiding Principles
- Team Tools

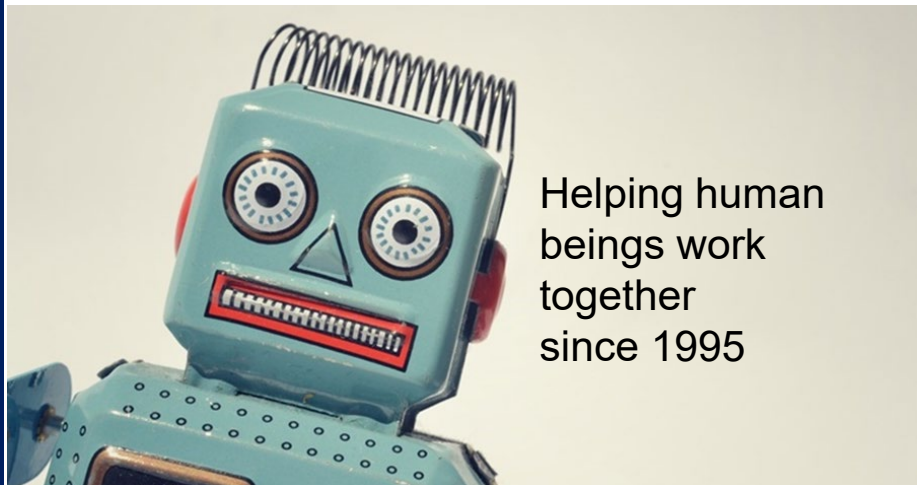
CORPORATE **LEARNING** INSTITUTE

Boutique Management Consultancy Lead by Dr Tim Buividas and Dr Susan Cain



Introducing Your Team Development Staff

- **Dr Tim Buividas**
- **Dr Martin Gross**
- **Bill Delano**
- **Jennie Denuo**
- **Ed Caplin**
- **Paul Hillman**
- **Chris Pena**
- **Steven Simonelli**
- **William Johnson**



Approach

- Custom design
- Applied
- Assessments
- Measures
- Facilitation

Areas of Expertise

- Change Management
- Culture Transformation
- Leadership Coaching
- Team Development
- Learning Workshops



CONNECTION CONVERSATIONS

How y'all Feeling?

- One word Adjective to describe how you are feeling, in this moment, about the Overall ERP Rollout

William Introduces Menti.com

CONNECTION CONVERSATIONS

In Random breakouts, have a conversation about the adjective you choose, and explain more about how you are feeling about the ERP rollout.

1 minute notice or return when done





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Session I Agenda

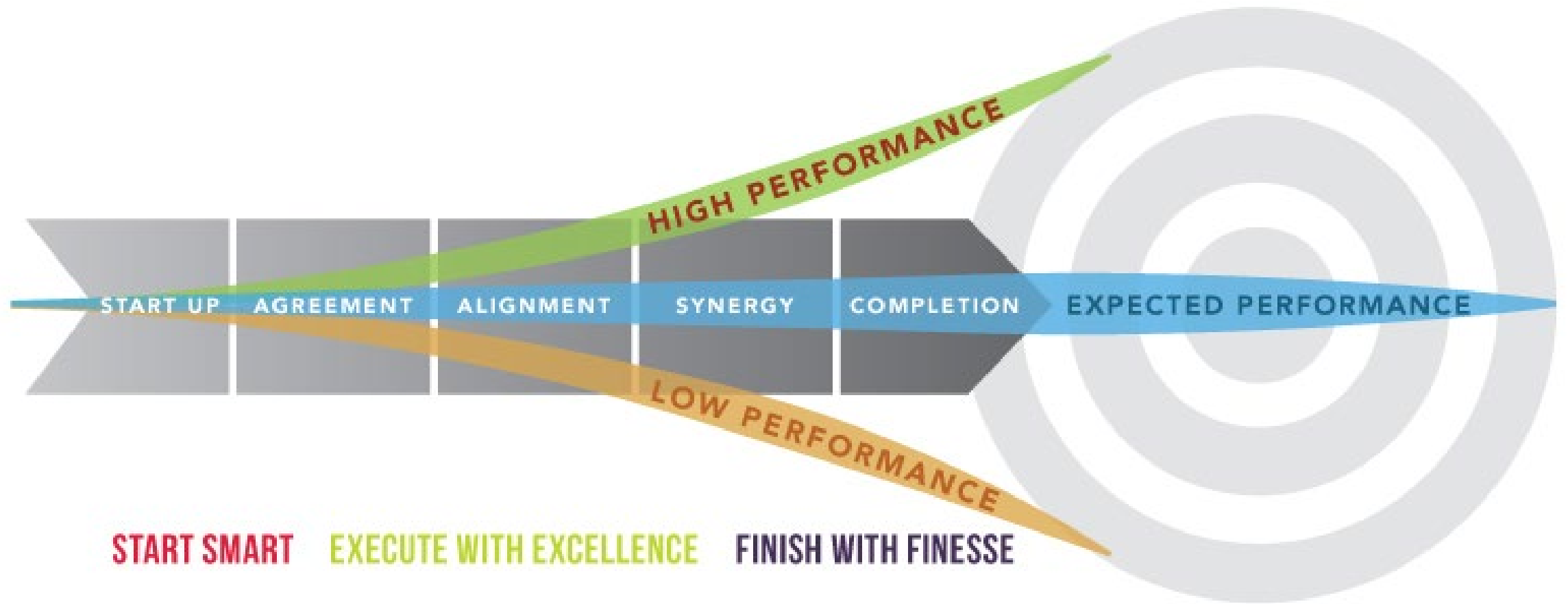
- Launching Successful Teams
 - Team Performance Stage Process
 - Team Charter
 - Team Essentials
- Best Team Ever
 - Stories of the past
 - Stories of the future
- DISC and Self

Launching Successful Teams

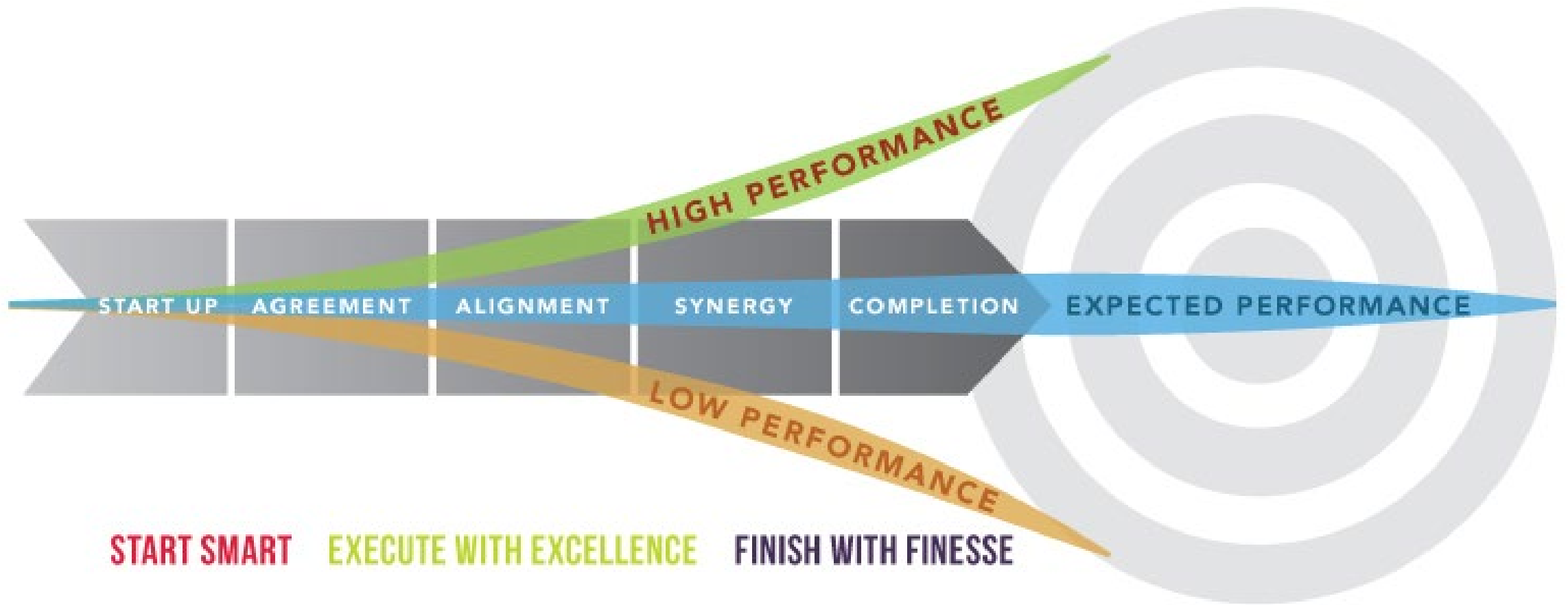
**Team Development
is critical to the over
all project success.**



Team Performance Stage Process

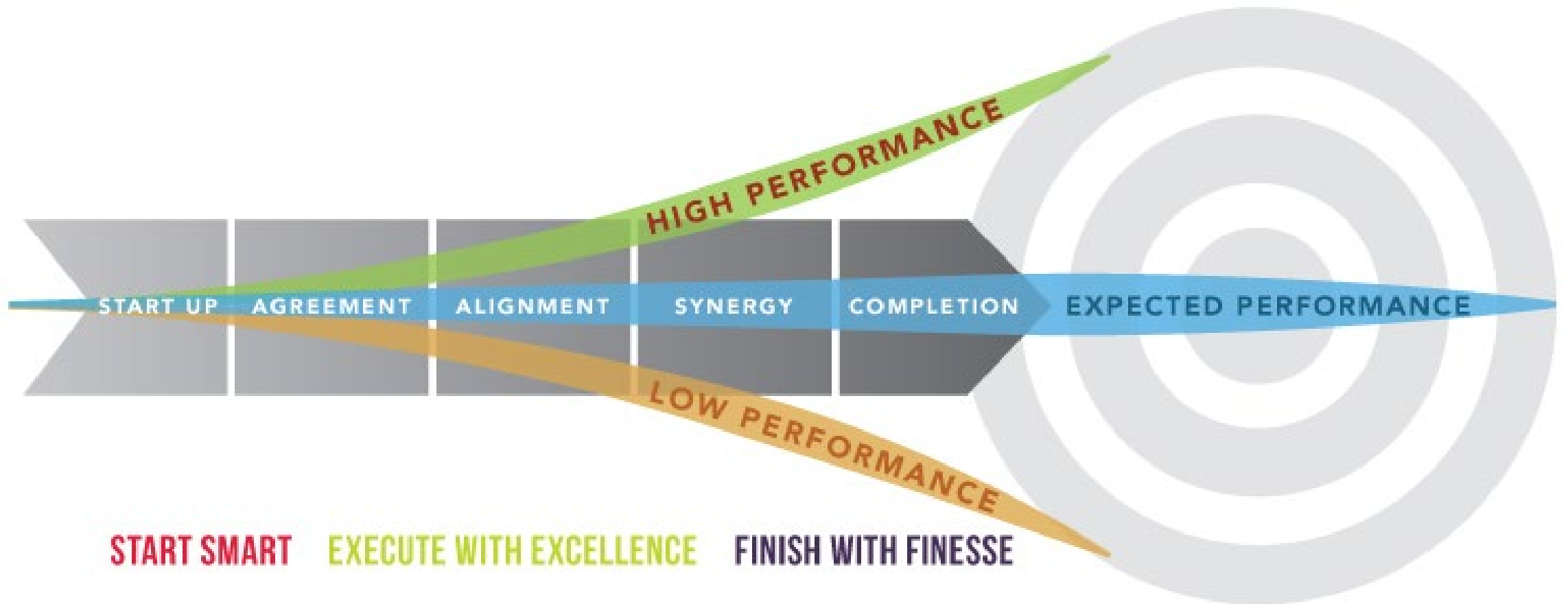


Team Performance Stage Process



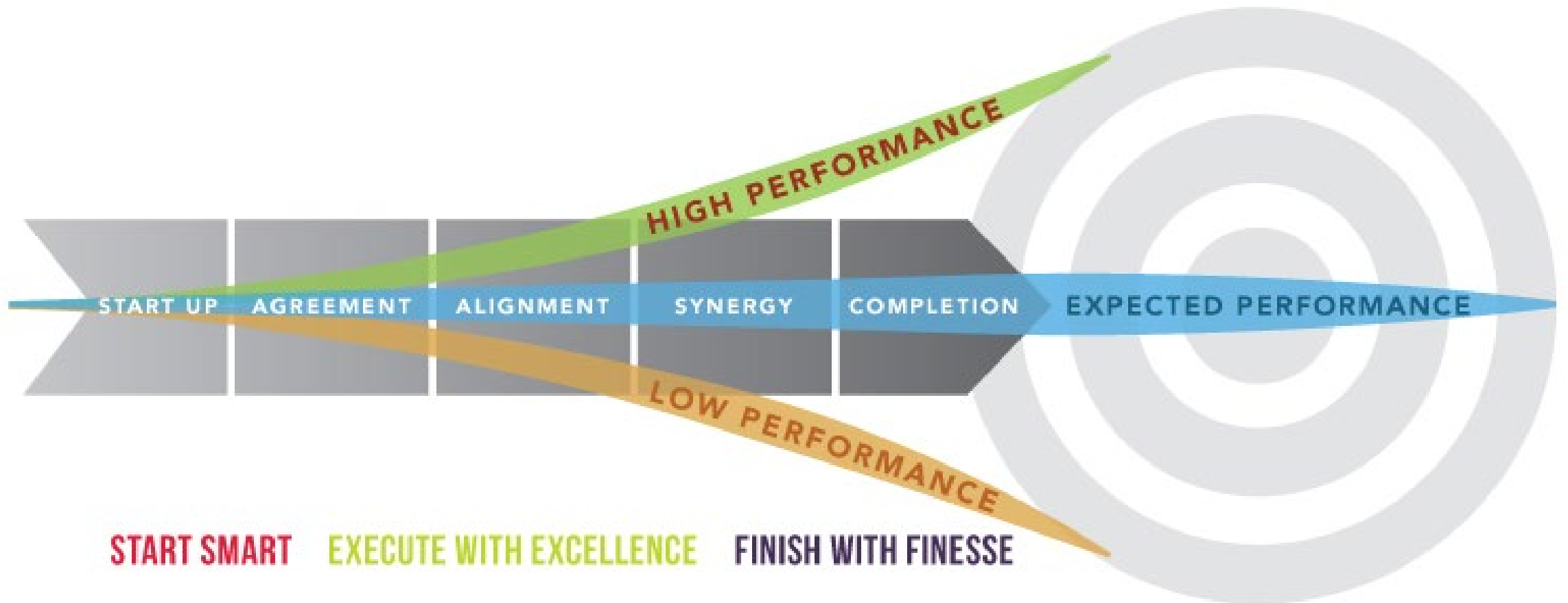
1. Define Team Target
2. Develop a Project Plan
3. Establish Teamwork Guidelines and Work Expectations
4. Build Relationships – through intentional dialogue

Team Performance Stage Process



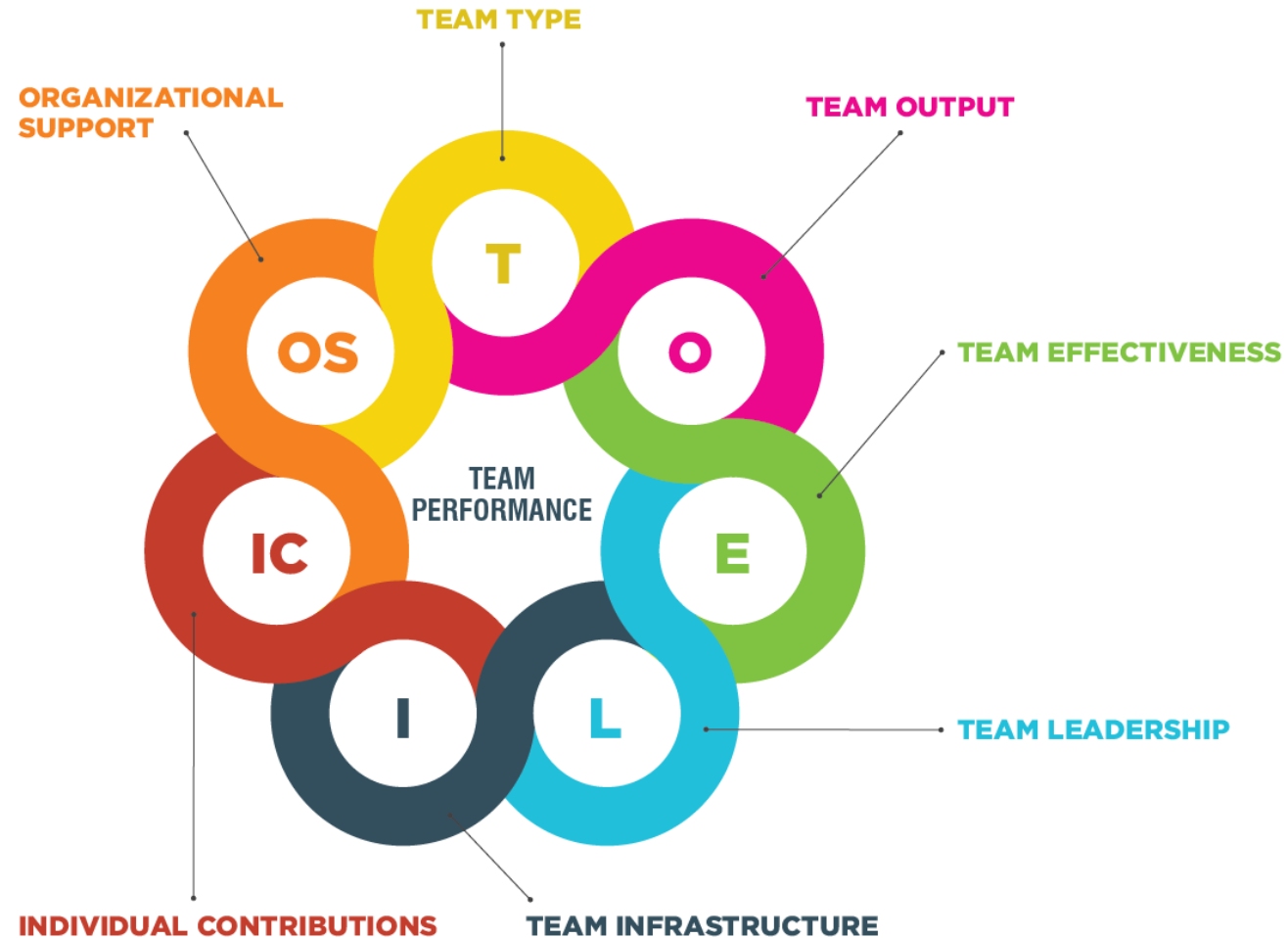
1. Includes *working* and *monitoring* the plan and making adjustments.
2. Accountability to the plan is the key to success.
3. Day-to-day work often becomes the enemy to higher team performance.

Team Performance Stage Process



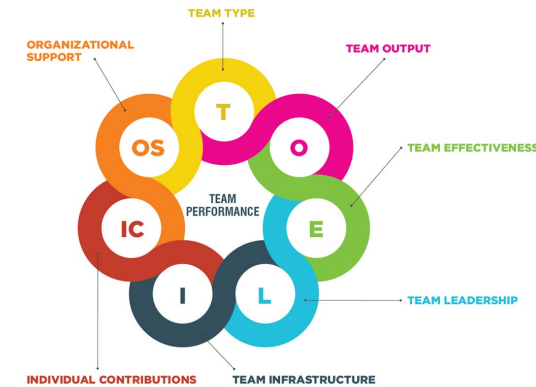
1. Review goals against measures
2. Capture and share leading practices
3. Reflect and close out the team
4. Celebrate

ERP Team Performance Foundations



Team Essentials Model & Assessment

Team Success Tips



1. Teamwork is a process just like any other work process - create space to intentionally work on it.
2. Startup is a non-linear discovery process
3. Agreement takes disagreement
4. Clean up any messes you make
5. Ask for clarity to get alignment
6. Hold each other accountable and let others hold you accountable
8. When it feels like low performance talk about it
9. When it feels like high performance talk about it
10. Reflect on how you are showing up as a team member and adjust
11. Ask for feedback on your performance
12. Aim for High Performance - you may just get it.



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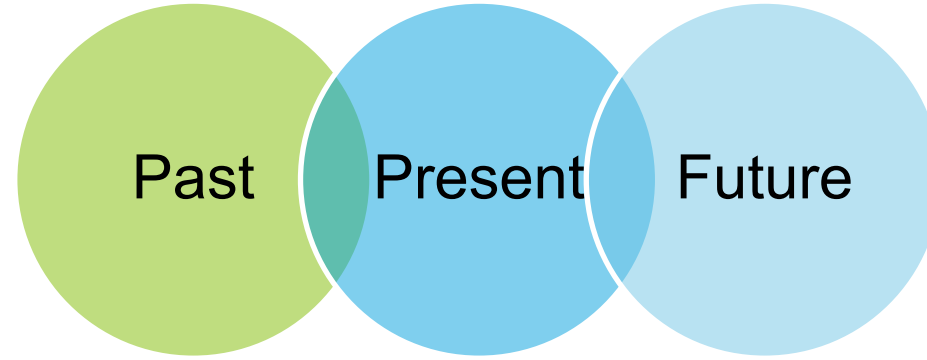
Session I Agenda

- Launching Successful Teams
 - Team Performance Stage Process
 - Team Charter
 - Team Essentials
- Best Team Ever
 - Stories of the past
 - Stories of the future
- DISC and Self



Powerful Stories of the past.

Powerful Stories of the future.



Powerful Stories of the past.

Powerful Stories of the future.



Part A – Power of the Past - Share Best Team Ever Stories

Part B – Collective ERP Power of the Past

Part C - Power of the Future - Our Best Team Ever Story

Part D - Collective ERP Power of the Future

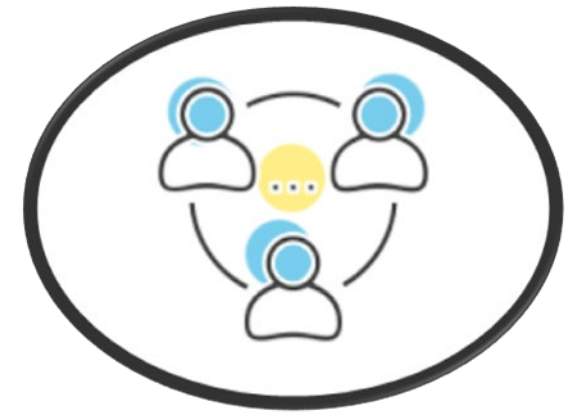


Part A – Power of the Past - Share Best Team Ever Stories

Part B – Collective ERP Power of the Past

Part C - Power of the Future - Our Best Team Ever Story

Part D - Collective ERP Power of the Future



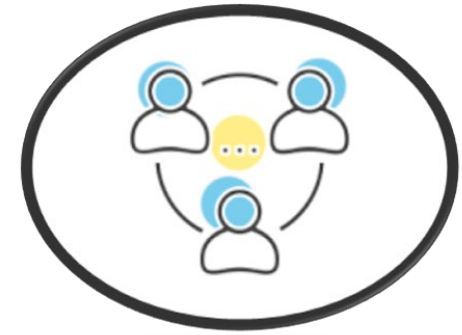
Part A – Power of the Past - Share Best Team Ever Stories

- 1. Small group breakouts by team**
- 2. Share your Stories and Adjectives**
- 3. Pick your favorite Adjective to add to Menti in Part B**



Part B – Collective ERP Power of the Past

- 1. Large Group**
- 2. Enter your favorite Team Story Adjective to Menti**
- 3. Share your reactions!**



Part C - Power of the Future - Our Best Team Ever Story

1. Full Team Breakout
2. Discussion #1 - Imagine the ERP process was over, and your team was incredibly successful –describe the story about what made this team the best team ever?
3. Discussion #2 Pick the 3 most important adjectives for your team success and have one person capture the 3 team adjectives to next enter into Menti in Part D.



Part D - Collective ERP Power of the Future

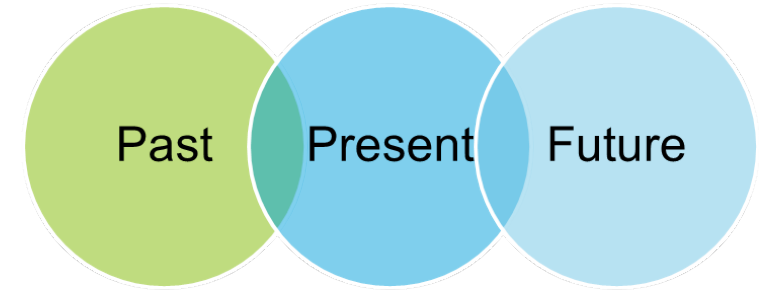
1. One person from each team adds 3 adjectives from their own team into Menti
2. Share your reactions!



Powerful Stories of the past.

Powerful Stories of the future.

Team Success Tips



1. **Bring the Power of the Past forward**
2. **Bring the Power of the Future into today**
3. **Create a vision and team identity that is compelling**
4. **Look to, and be grounded in, the larger purpose of transformation and business impact**
5. **Show up as this is the Best Team Experience of your life and it most likely will be**

“We are all in the gutter, but some of us are looking at the stars.” Oscar Wilde



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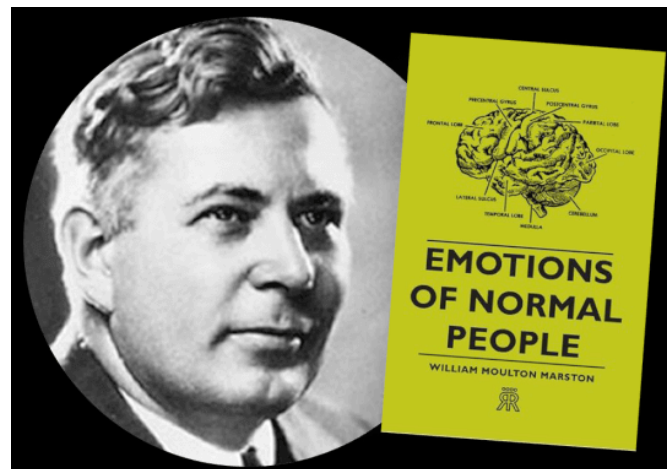
DISC AGENDA

- Session 1 (Today)
 - Introduction to DISC and Teaming
 - Understanding Self
 - D. I. S. and C. Defined
 - Change Mindshift and DISC
- Session 2 (Next Friday)
 - DISC and Influencing others
 - DISC TEAM Culture
 - DISC ERP Culture



ABOUT THE DISC MODEL

- Evidence goes back 444 B.C. (Fire, Earth, Water, Air)
- Based on William Marston's theory of human behavior created in the 1920's.
- Translated into many languages and utilized over 50 million times



WHAT IT IS AND WHAT IT IS NOT

IS

- A snapshot of who you are.
- A Zip Code, not your home address
- A means to better help understand your strengths and limitations
- Leadership Learning Tool to help with:
 - building relationships
 - effective communication
 - speaking / presentations
 - dealing with change
 - conflict management
 - team building
 - selling & servicing clients

IS NOT

- A device to label people
- Something to hide behind
- “The Answer”
- A measurement of intelligence, education, values, skills or experience
- Something that makes me change
- Who I totally am
- Rated as a Psychological Instrument

It matter not, what someone is born, but what they grow to be – Headmaster Aldi Dumbledore

UNDERSTANDING THE DISC MODEL



DISC
Model
Explained

HOW DO YOU SEE YOURSELF?

**Active
&
Extroverted**

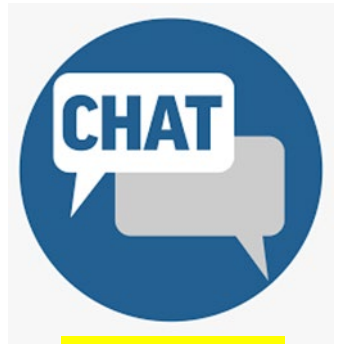


**Relaxed
&
Introverted**



Type E or I

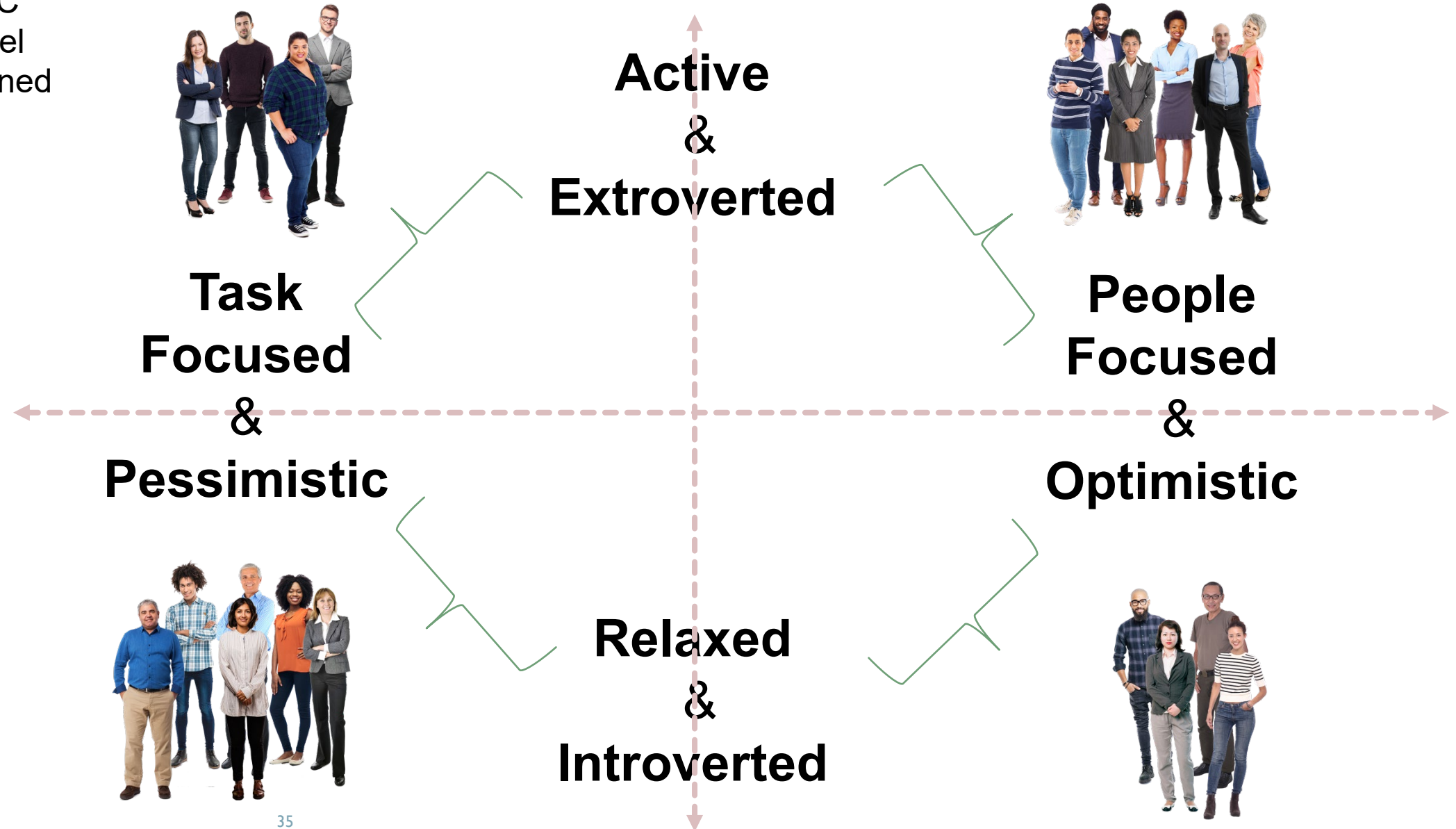
HOW DO YOU SEE YOURSELF?



Type T or P

DISC
Model
Explained

HOW DO YOU SEE YOURSELF?



DISC
Model
Explained

HOW DO YOU SEE YOURSELF?

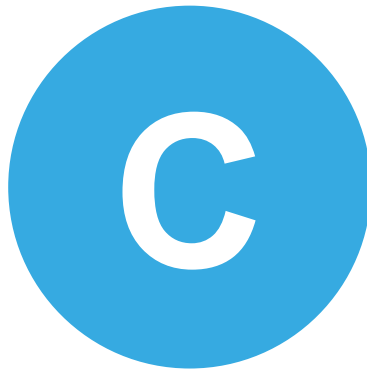


**Active &
Extroverted**



**Task
Focused &
Pessimistic**

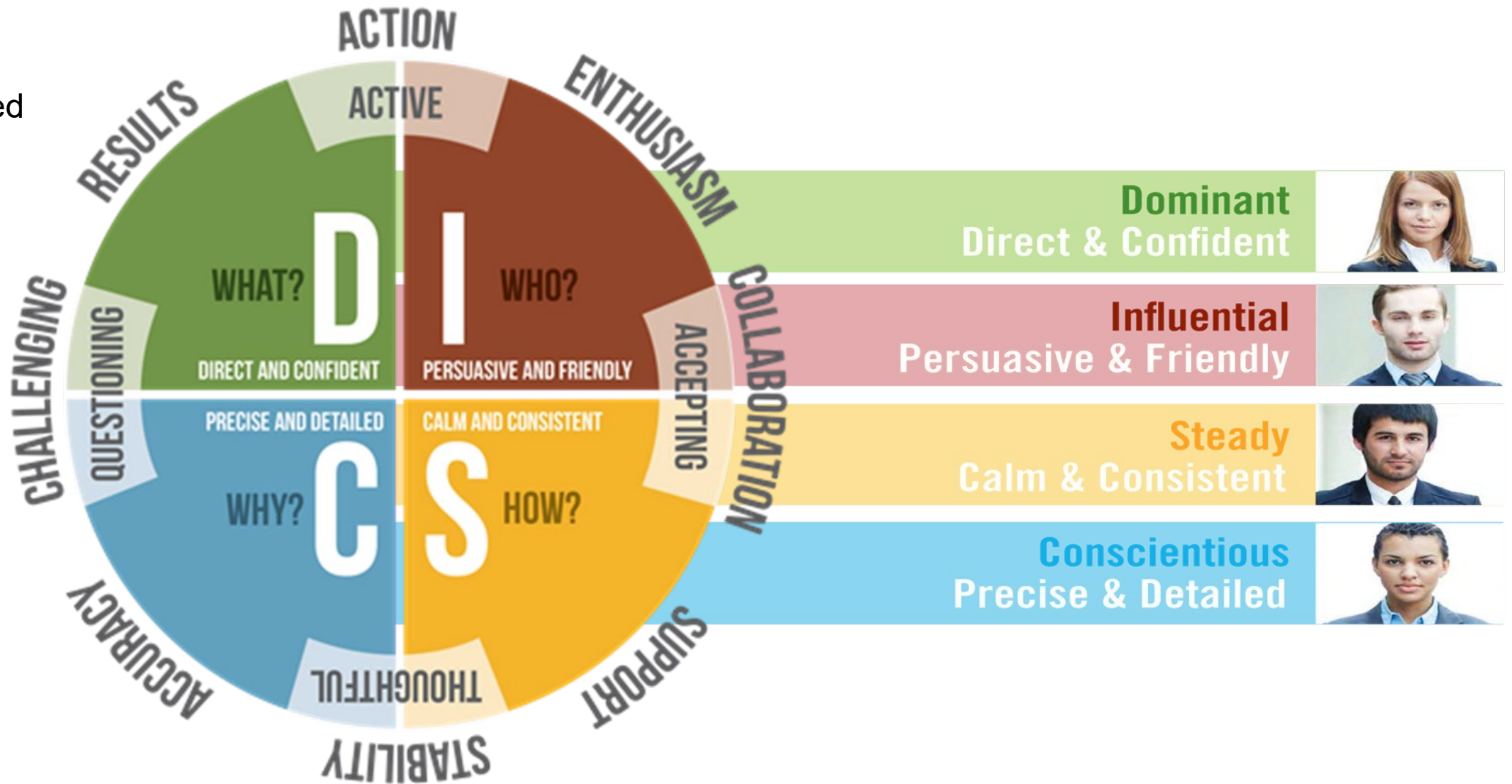
**People
Focused &
Optimistic**



**Relaxed &
Introverted**



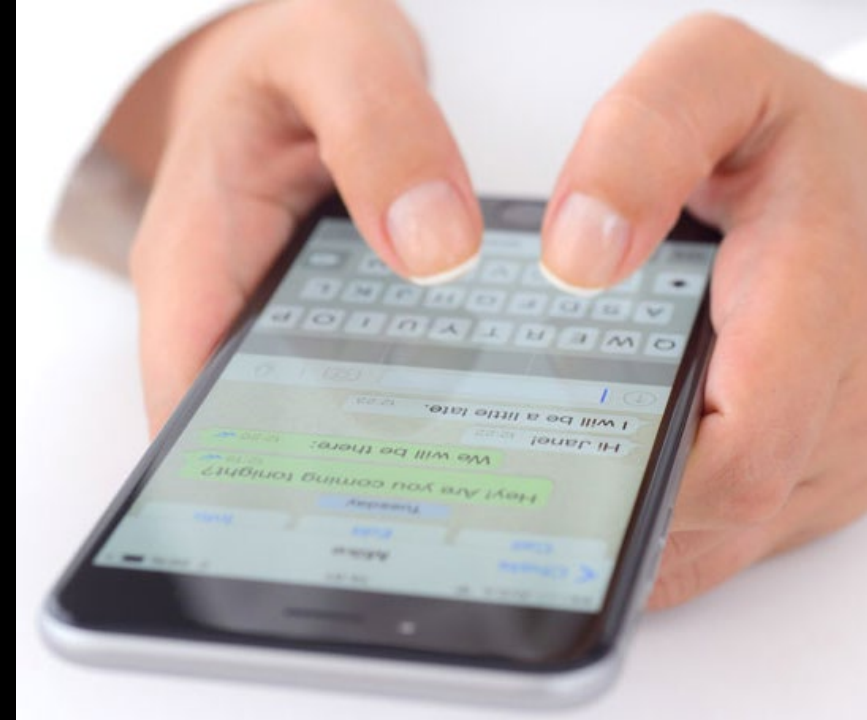
DISC
Model
Explained



QUICK POLL



Like using both hands to type /text,
we want to be able to use all 4 DISC
styles in our communication
approach.



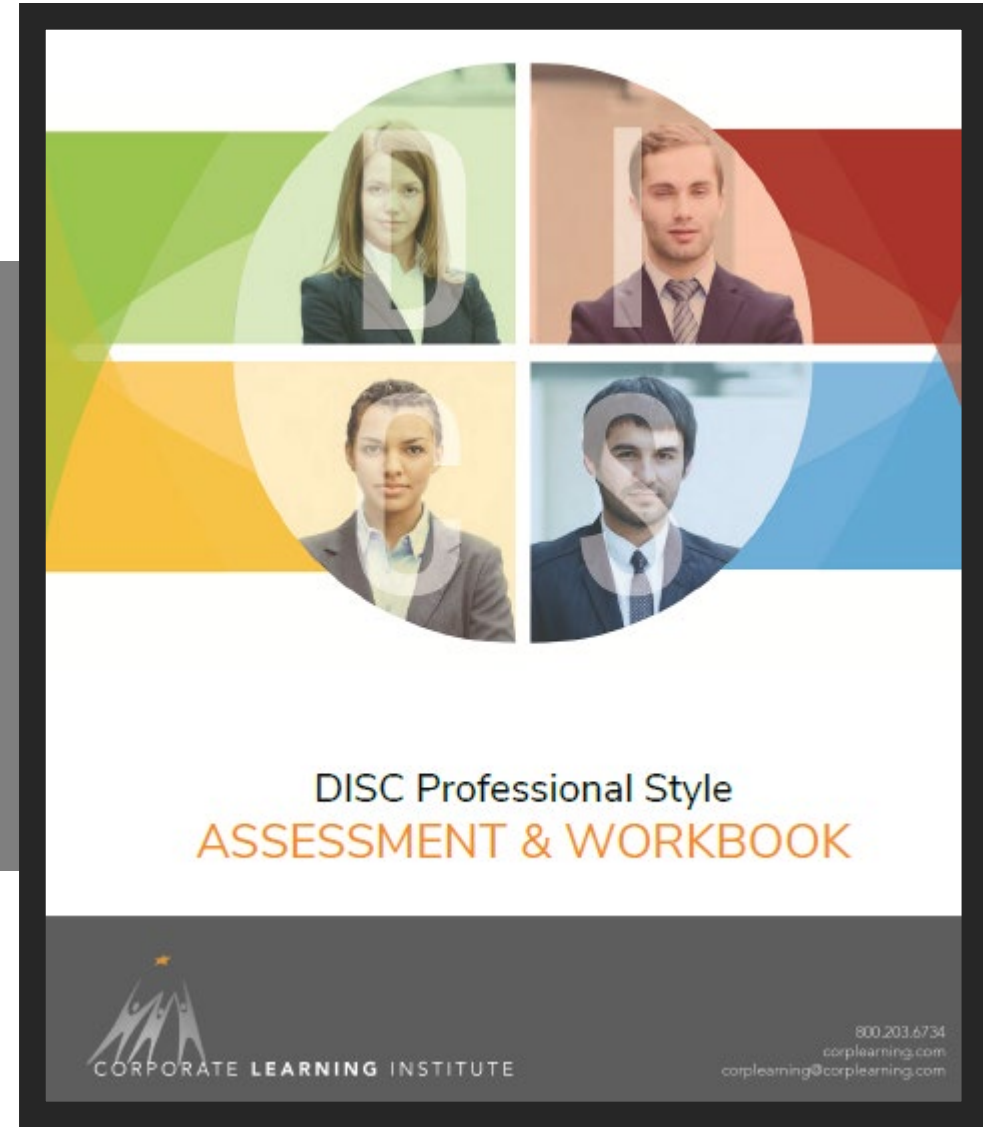
INTERPRETING YOUR RESULTS





DISC PROFESSIONAL
STYLE PROFILE

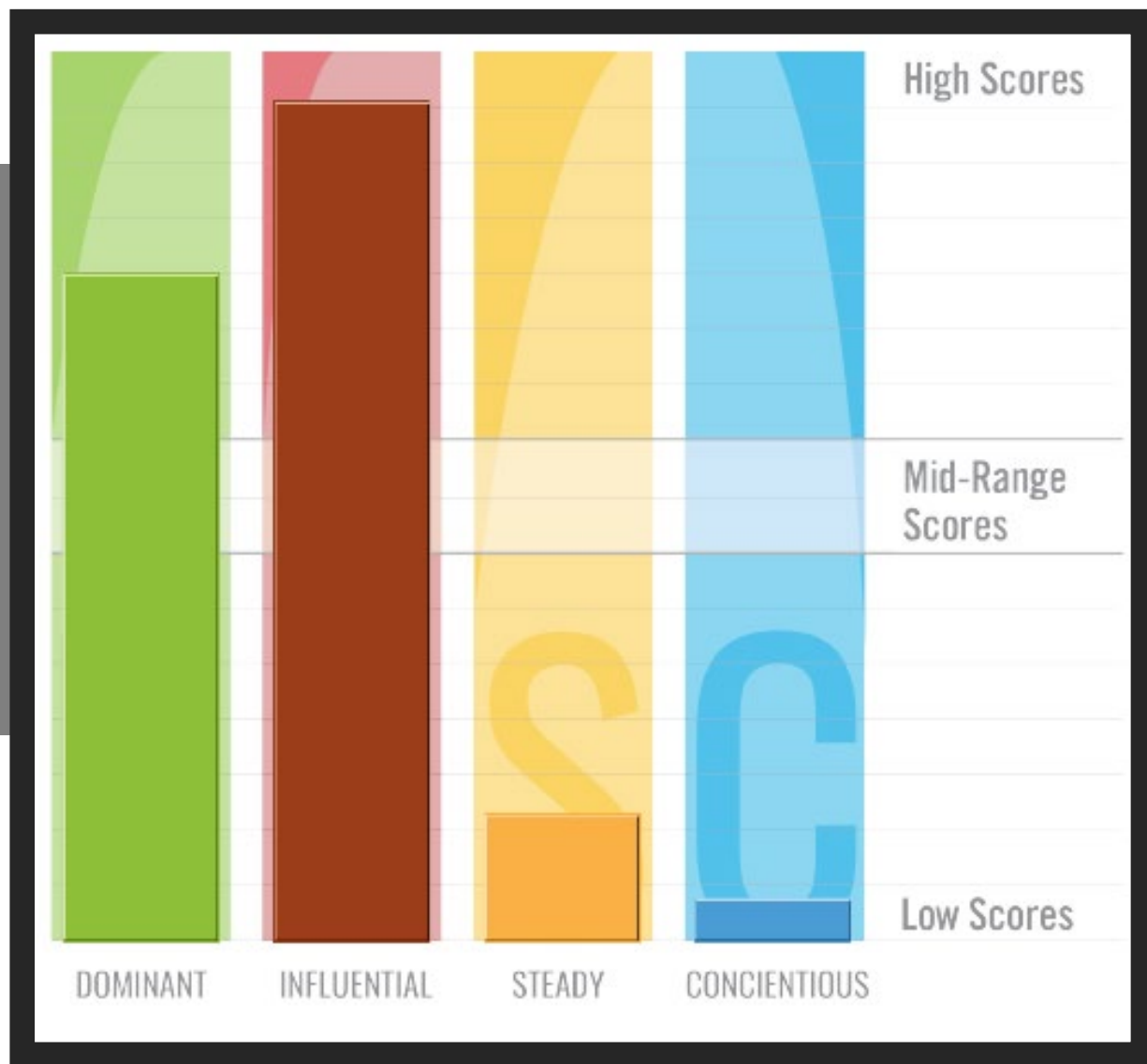
About your DISC Professional Style Profile Report





DISC PROFESSIONAL
STYLE PROFILE

Let's Review Your results – page 3 the Graph



High / Mid-Range / Low





Your profile – Primary and back-up styles: ID

Highest Score

(The DISC style you use most often)

I

Back-up Highest Score

(The DISC style you sometimes use)

D

Second Lowest Score

(The DISC style you use less often)

S

Lowest Score

(The DISC style you rarely use)

C



Your profile – Primary and back-up styles: ID

PRIMARY AND BACKUPS STYLES (P&BS)						MID/LOW	
STYLE	PRIMARY	BACKUP	TOTAL	PCT of 99 P&BS	PCT of 62 Persons	MID	LOW
D	13 / 43%	17 / 57%	30	30%	48%	14	18
I	19 / 86%	3 / 14%	22	22%	35%	10	30
S	9 / 50%	9 / 50%	18	18%	29%	18	25
C	21 / 72%	8 / 28%	29	29%	47%	7	26
Total count primaries + backup styles			99	99%	159%		



15 Different Style Patterns

TRANSFORMATIONAL PROFESSIONAL PATTERN



Pattern Goal: Attaining results quickly and overcoming performance hurdles to achieve desired goals.

Value of this Style: Setting and accomplishing goals; balancing results with harmony; being determined and persistent.

Typical Emotion: High energy; expressive.

Emotion Under Pressure: Transformational Professionals assume that they must overcome every challenge they face; They are shrewd at identifying and influencing others. Under pressure, they can be manipulative and calculating.

Evaluates Others By: Their ability to achieve performance goals quickly.

Achieves Results with Others By: Being direct and affirming others for performance achievements. A Transformational Professional will sometimes use power and intimidation to achieve results.

This Profile's Specific Concerns: The Transformational Professional might fear being seen as ineffective or weak by others, or fear of being taken advantage of. They are nonstop workers, and rarely share the workload willingly.

Would Improve Impact By: Increasing sensitivity to others, sharing the workload, being patient, and valuing relationships with others as much as they do performance outcomes.



DISC PROFESSIONAL
STYLE PROFILE

Let's Review Your results – page 6 Style Pattern

15 Different Style Patterns

PATTERN	COUNT	PCT
Logical	4	6%
Transformational	9	15%
Examining	1	2%
Self-Motivated	2	3%
Negotiator	2	3%
Evaluating	2	3%
Advising	1	2%
Inventive	8	13%
Builder	7	11%
Precise	9	15%
Convincing	5	8%
Expert	5	8%
Encouraging	3	5%
No-Nonsense	2	3%
Moderate	2	3%
Total	62	100%



Any questions so far about:





1. How the DISC Model was created?
2. Understanding your results





AGENDA

- Introduction to DISC and Leadership
- **D. I. S. and C. Defined**
- Change Mindshift and DISC
- DISC and Influencing others
- Culmination and Moving Forward
- Q&A & Closing

48%	Dominant Direct & Confident	
35%	Influential Persuasive & Friendly	
29%	Steady Calm & Consistent	
47%	Conscientious Precise & Detailed	

D. I. S. C. CHARACTERISTICS

DISC Characteristics

Strengths
overused become
limitations



D

I

S

C



HIGH “D” OR DOMINANCE CHARACTERISTICS

- Result-Oriented
- Change-Agent
- Willing to Take Risks
- Moves Things Forward
- High Self-Confidence & Courageous
- Straightforward
- Commanding
- Competitive

48%

**Focus on
“What”**

CROWN



THE VOICE



GUARDIANS



THE OFFICE



THE SIMPSONS



STAR WARS



HARRY POTTER



BIG BANG THEORY



SABRINA



D

DOMINANCE

Motivated By	Worries	Limitations

DOMINANCE

Motivated By	Worries	Limitations
Challenge, power and authority		
Direct answers		
Opportunities for individual accomplishments		
New and varied activities		

DOMINANCE

Motivated By	Worries	Limitations
Challenge, power and authority	Routineness	
Direct answers	Wasting time	
Opportunities for individual accomplishments	Being overly controlled	
New and varied activities	Others will not follow through	

DOMINANCE

Motivated By	Worries	Limitations
Challenge, power and authority	Routineness	Lack of concern for others
Direct answers	Wasting time	Impatience
Opportunities for individual accomplishments	Being overly controlled	Moving forward without considering all that is involved
New and varied activities	Others will not follow through	Can come across as intimidating

Team Influence



THINGS TO
CONSIDER:

IF YOUR D IS HIGH

IF YOUR D IS LOW



HIGH “I” OR INFLUENCE CHARACTERISTICS

- People-Oriented
- Collaboration Focused
- Emotional
- Talkative
- Fun Loving
- Optimistic / Hope Based / Visionary
- Spontaneous
- Brainstormers / Creative
- Motivating
- Highly Intuitive for a “gut” perspective

35%

**Focus on
“Who”**

CROWN



THE VOICE



GUARDIANS



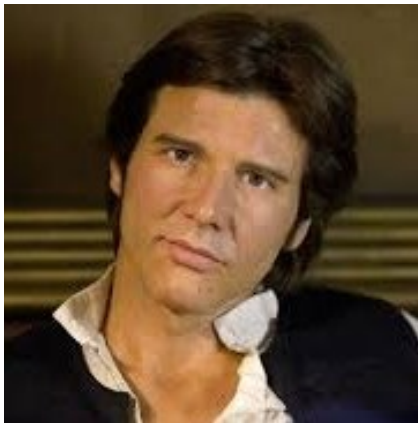
THE OFFICE



THE SIMPSONS



STAR WARS



HARRY POTTER



BIG BANG THEORY



SABRINA



INFLUENCE

Motivated By	Worries	Limitations
Recognition		
Group activities		
Freedom of expression		
Freedom from control and detail		

INFLUENCE

Motivated By	Worries	Limitations
Recognition	Loss of influence	
Group activities	Being restrained	
Freedom of expression	Not being accepted	
Freedom from control and detail	Rejection, disapproval	

INFLUENCE

Motivated By	Worries	Limitations
Recognition	Loss of influence	Impulsiveness
Group activities	Being restrained	May overpromise and under deliver
Freedom of expression	Not being accepted	May over talk
Freedom from control and detail	Rejection, disapproval	May miss details

Team Influence



THINGS TO
CONSIDER:

IF YOUR I IS HIGH

IF YOUR I IS LOW



HIGH “S” OR STEADINESS CHARACTERISTICS

- Loyal
- Team Player
- Prefer Familiarity
- Service Focus
- Humble
- Committed To People
- Pragmatic / Structured
- Great Listeners
- Process / Efficiency Driven

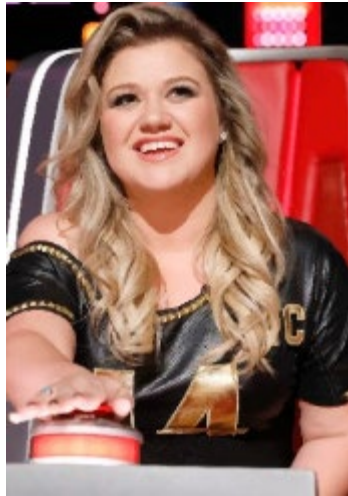
29%

**Focus on
“How”**

CROWN



THE VOICE



GUARDIANS



THE OFFICE



THE SIMPSONS



STAR WARS



HARRY POTTER



BIG BANG THEORY



SABRINA



S

STEADINESS

Motivated By	Worries	Limitations
Clear direction		
Consistency		
Cooperation and Collaboration		
Sincere appreciation		

STEADINESS

Motivated By	Worries	Limitations
Clear direction	Unknown and unpredictability	
Consistency	Being inefficient	
Cooperation and Collaboration	Being put on the spot	
Sincere appreciation	Aggressive Personalities	

STEADINESS

Motivated By	Worries	Limitations
Clear direction	Unknown and unpredictability	Overly willing to give
Consistency	Being inefficient	Can resist change
Cooperation and Collaboration	Being put on the spot	May not express themselves
Sincere appreciation	Aggressive Personalities	May limit influence

Team Influence



THINGS TO
CONSIDER:

IF YOUR S IS HIGH

IF YOUR S IS LOW



HIGH “C” FOR CONSCIENTIOUS CHARACTERISTICS

- Critical Thinking Abilities
- High Expectations
- Accuracy
- Attentive to Key Details
- Problem solver
- Refiner
- Self-Disciplined
- Cautious & Analytical
- Highly Intuitive from a head perspective
- Does Things the “Right Way” the first time
- Considers Measures and Evaluations

47%

**Focus on
“WHY”**

CROWN



THE VOICE



GUARDIANS



THE OFFICE



THE SIMPSONS



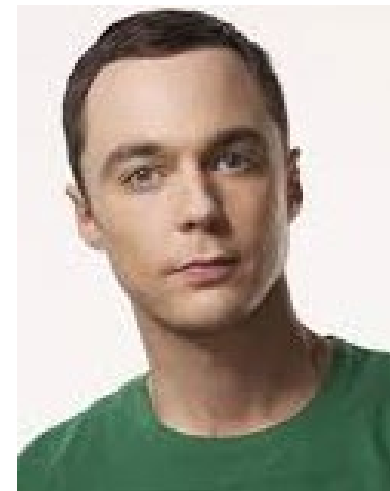
STAR WARS



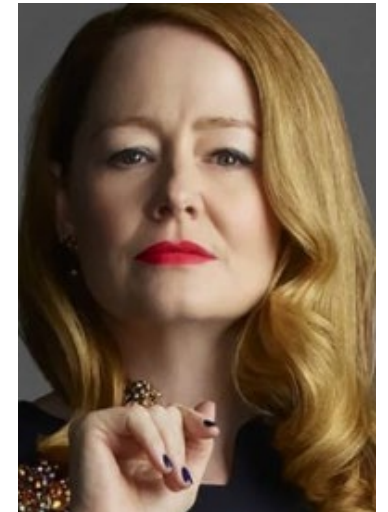
HARRY POTTER



BIG BANG THEORY



SABRINA



C

CONSCIENTIOUS

Motivated By	Worries	Limitations
Clearly defined performance expectations		
Quality and accuracy		
Being valued		
Atmosphere that is reserved and business-like, with carefully articulated standards		

CONSCIENTIOUS

Motivated By	Worries	Limitations
Clearly defined performance expectations	Criticism from others	
Quality and accuracy	Emotional charged situations	
Being valued	Ambiguous situations	
Atmosphere that is reserved and business-like, with carefully articulated standards	Aggressive personalities	

CONSCIENTIOUS

Motivated By	Worries	Limitations
Clearly defined performance expectations	Criticism from others	Overly critical of self and others
Quality and accuracy	Emotional charged situations	Slow in decision making due to over analyzing
Being valued	Ambiguous situations	May adhere to rules and standards as resistance
Atmosphere that is reserved and business-like, with carefully articulated standards	Aggressive personalities	Prefers not to discuss feelings, withholding thoughts to complete

Team Influence



THINGS TO
CONSIDER:

IF YOUR C IS HIGH

IF YOUR C IS LOW

Combined
together
= your style
pattern



D. I. S. C. CHARACTERISTICS

Any questions so far about:

1. How the DISC Model was created?
2. Understanding your results
3. D, I, S, or C Characteristics



Breakout #1

Your DISC Impact

As relates to being a member of this ERP Process discuss:

1. What are your DISC style strengths and how can you capitalize upon them?
2. What are your DISC style limitations and how can better manage these.

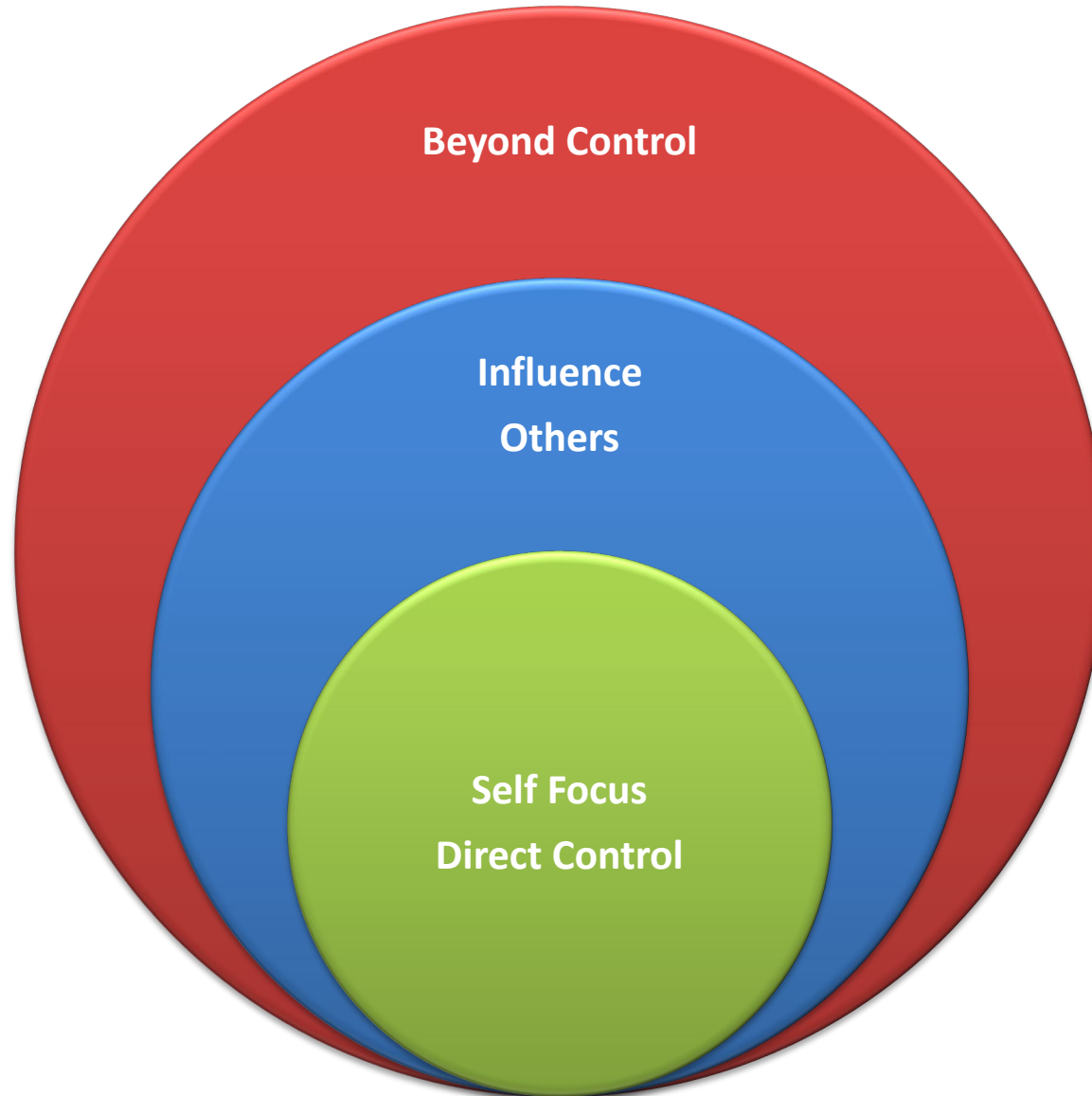




AGENDA

- Introduction to DISC and Leadership
- D. I. S. and C. Defined
- **Change Mindshift and DISC**
- DISC and Influencing others
- Culmination and Moving Forward
- Q&A & Closing

Change Mindshift & DISC - Circles of Focus



A red circle with a slight gradient and shadow, containing the text 'Beyond Control' in white.

Beyond Control

Beyond Control – this circle relates to things or activities that we have no direct control or influence over.

Beyond Control Examples

- The weather
- Corporate Policies, Initiatives, Strategic Goals
- Economy
- The end result of what another person does
- Interruptions
- Change
- Timelines
- What our customers do
- The Pandemic
- An ERP Rollout

When we focus or put energy into things that are beyond our control the outcomes can be:

- High stress
- Frustration
- Burnout
- Victim mentality
- Drop in performance
- Poor attitude
- Decreased Motivation
- Tired / Exhausted
- Mentally Foggy



Direct Control – this circle relates to oneself only. It is the how and what we focus on in a moment-to-moment basis. It is the work we do and how we do it.

Self Efficacy
(How you show up)

- Personal Style
- Mental Model
- Attitude
- Motivation
- Drive
- Stress
- Balance
- Coping Skills

Work Performance
(How you do your work)

- Talents
- Job Knowledge
- Skill Level
- Process Utilization
- Resources Utilization
- Experience
- Newbie to Pro
- Agility



Influence / Affect – this circle relates to how we interact with others. Whether we are intentional or not, our behaviors influence people in a way that generates a reaction from them.

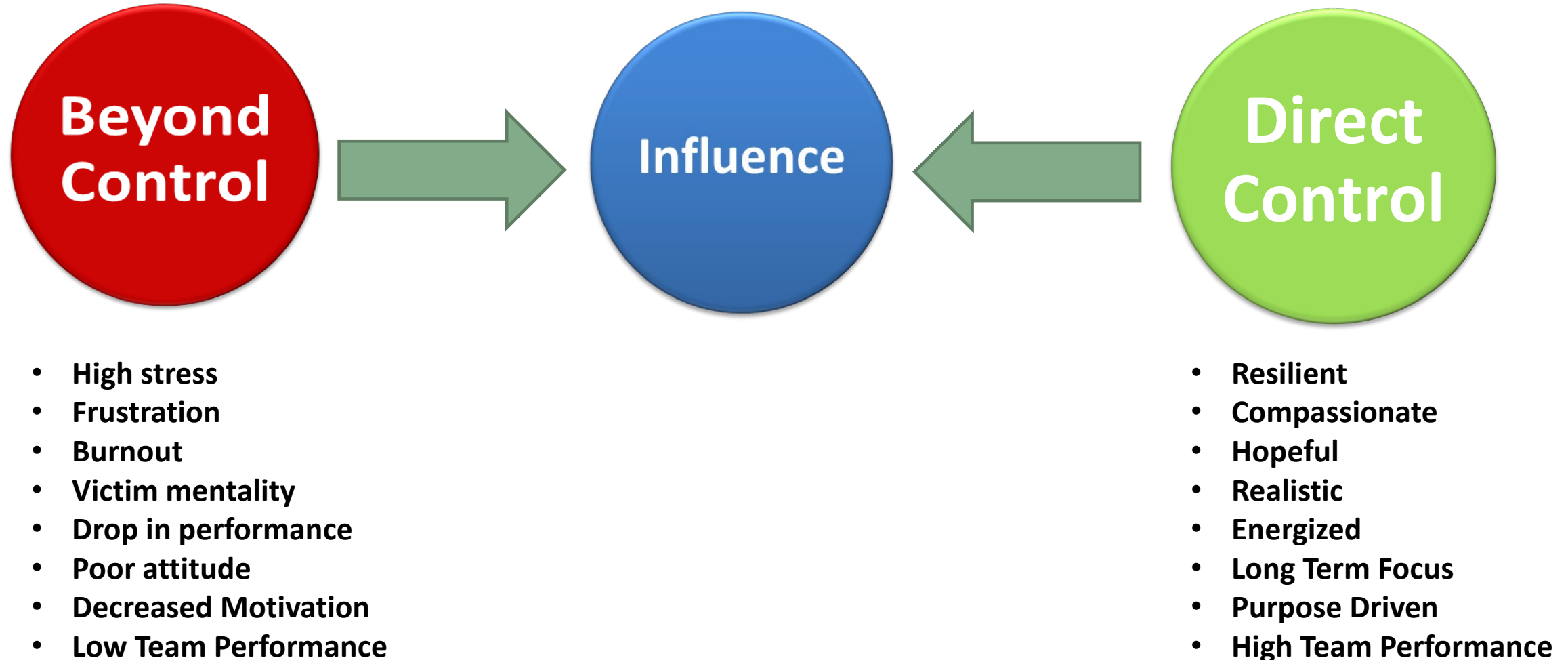
Communication Approach
(How you communicate with others)

- Communication Skill Level
- Volume of Communication
- Topics of Communication
- Personal Style
- Emotions
- Stress

Work Performance
(How what you do effects others)

- Accomplishments
- Quality
- Motivation
- Energy
- Teamwork
- Values
- Goals

Change Mindshift & DISC - Circles of Focus





- **Feeling out of control? - Practice being patient and letting go.**
- **Feeling not accomplished? - Make short-term achievable goals/tasks & get them done.**
- **Feeling agitated? - Balance your natural pessimism with optimism.**
- **Feeling tired of the questions with no answers from others? - Practice listening, empathy, and support of others.**



- **Feeling alone? - Reach out and connect with others they feel the same as you.**
- **Feeling hopeless? - Consider short term visions and begin to think big for the future.**
- **Feeling overwhelmed with detail work? - Find a source for your creativity.**
- **Feeling disappointed that you cannot do more for others? - Let go of guilt and the need to please.**

S

**Beyond
Control**

MINDSHIFT

**Direct
Control**

- **Feeling overwhelmed? - Get your information detail needs met by asking more questions and accepting that there may be no answers now.**
- **Feeling unsettled – The old ways may be gone. Set up new routines to bring balance.**
- **Feeling stuck? - Act on important initiatives even if it represents a risk.**
- **Feeling not secure? - Create a short-term, detailed plan that creates a greater sense of personal security and certainty.**



**Beyond
Control**

MINDSHIFT

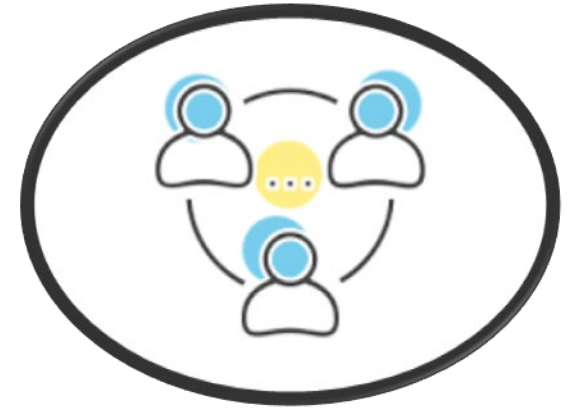
**Direct
Control**

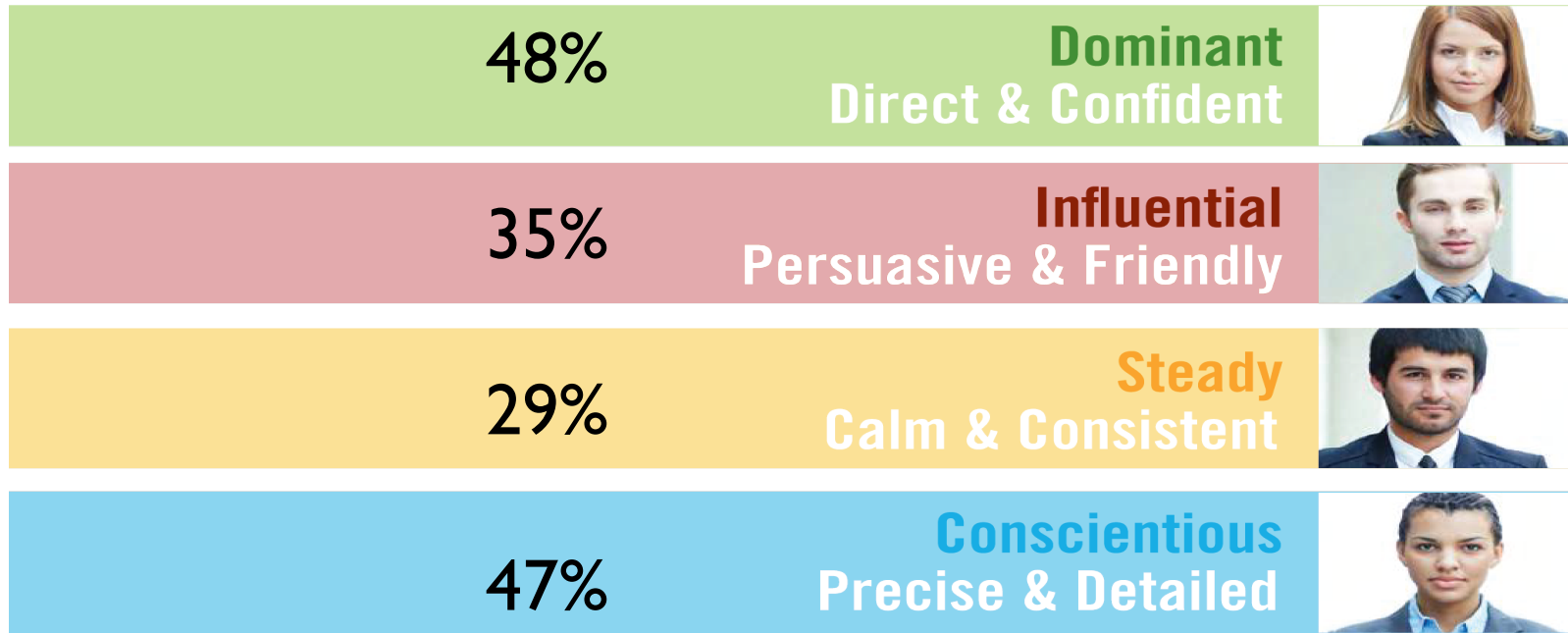
- **Feeling confused? - Collect enough facts and data about your current situation to reduce the ambiguity of change.**
- **Feeling doubtful? - Know that it's OK to not have all the answers when they are not available.**
- **Feeling stuck? - Embrace that the “correct direction” may not be clear yet.**
- **Feeling disconnected? -It is natural to retract from others to personally figure out what to do next. Intentionally reach out to others to share your thoughts.**

Change Mindshift

1. Think of the past year or so. How has the Pandemic (Beyond your control) impacted your approach?
2. How may this ERP require a Mindshift for you?
3. Thinking about the next 6 months or so with this ERP what have you done in the past, or can you do, to ensure that you work from a place of focus and resilience?

Breakout #2





D. I. S. C. POPULATION

10 DISC TEAM SUCCESS TIPS

1. Set a DISC performance **goal** to achieve.
2. **Review** your profile on a regular basis. Reflect on how you are showing up and adjust.
3. **Share** your profile with a significant other, your boss, peers, and team, for feedback.
4. **Practice** “reading” peoples styles.
5. Before an important meeting. **Read an “other” profile** so you can more effectively communicate to the other style.
6. Partner up with an **opposite style** for peer coaching.
7. Meet with peers, **one-on-one**, to discuss how your styles impact each other.
8. **Review** one DISC profile at the beginning of regularly scheduled meetings.
9. Use DISC as part of your new **employee orientation**. Share co-workers DISC profile.
10. Discuss DISC as part of a **new project** team launch.



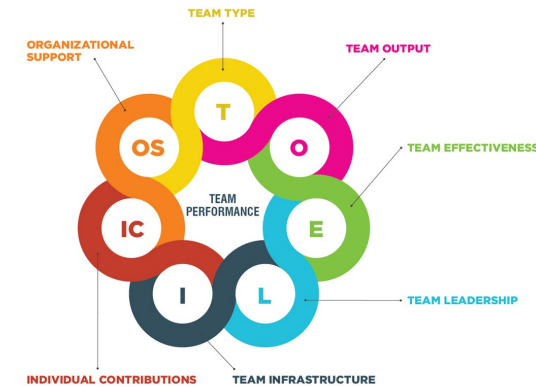
Session Objectives

- launch effective team connections
- discuss team purpose
- learn how DISC styles may impact communication
- develop guiding principles

Session I Agenda

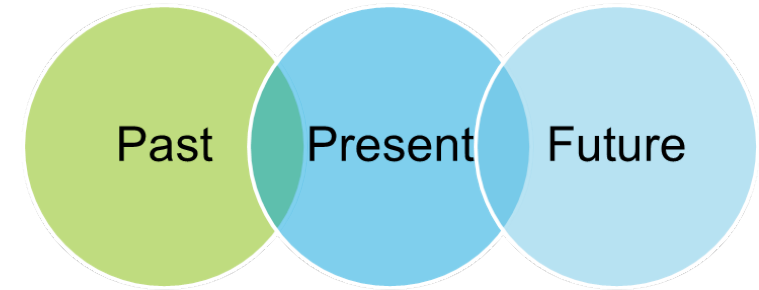
- Launching Successful Teams
 - Team Performance Stage Process
 - Team Charter
 - Team Essentials
- Best Team Ever
 - Stories of the past
 - Stories of the future
- DISC and Self
- Session Close

Team Success Tips



1. Teamwork is a process just like any other work process - create space to intentionally work on it.
2. Startup is a non-linear discovery process
3. Agreement takes disagreement
4. Clean up any messes you make
5. Ask for clarity to get alignment
6. Hold each other accountable and let others hold you accountable
8. When it feels like low performance talk about it
9. When it feels like high performance talk about it
10. Reflect on how you are showing up as a team member and adjust
11. Ask for feedback on your performance
12. Aim for High Performance - you may just get it.

Team Success Tips



1. **Bring the Power of the Past forward**
2. **Bring the Power of the Future into today**
3. **Create a vision and team identity that is compelling**
4. **Look to, and be grounded in the larger purpose of transformation and business impact**
5. **Show up as this is the Best Team Experience of your life and it most likely will be**

“We are all in the gutter, but some of us are looking at the stars.” Oscar Wilde



Session Objectives

- launch effective team connections
- discuss team purpose
- learn how DISC styles may impact communication
- develop guiding principles

Session 1 Agenda (Today)

- Launching Successful Teams
 - Stages of Teams
 - Team Charter
 - Team Essentials
- Best Team Ever
 - Powerful Stories of the past
 - Powerful Stories of the future
- DISC and Self

Session 2 Agenda (Next Friday)

- DISC and Teams
- Developing Guiding Principles
- Team Tools

