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Motivation Dynamics

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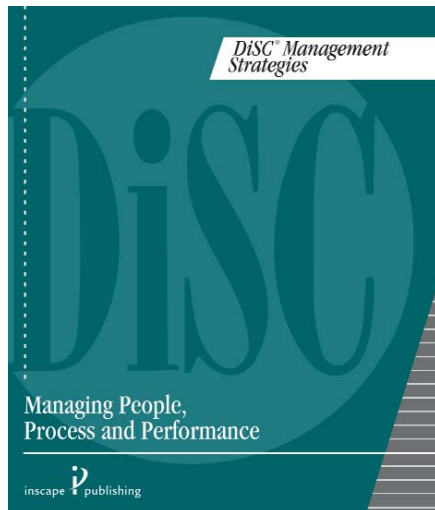
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DiSC[®] Management Strategies

Managing People, Process, and Performance



Bring out the
best in your
management
team!

DiSC[®] *Management Strategies* offers practical new strategies for effectively managing behavioral differences in today's fast-paced work environment. This flexible, easily integrated program can help anyone who works with others to:

- improve communication
- increase productivity
- promote self-awareness and acceptance of differences
- enhance individual and team performance
- reduce conflict

Boost Management Effectiveness

DiSC *Management Strategies* can be used as a stand-alone program or as a valuable addition to your current management, supervisory, or team training. Organizations like yours use DiSC *Management Strategies* to help members of their management team:

- identify and resolve four types of conflict that reduce productivity and quality
- understand their natural work behavioral style and develop an action plan for effective self-management
- learn people-reading techniques and apply specific strategies for managing others based on their behavioral style
- identify the behavioral needs of a specific job and apply a performance coaching process to match the person's style to those needs
- develop and apply performance management approaches based on an individual's level of motivation, ability, and style

Flexible Format Adapts to Meet Your Needs

DiSC *Management Strategies* is designed to fit into your management team's busy schedule. This four-module workshop can be facilitated either in two consecutive days or in four modules over time.

Module 1: Managing Self

In Module 1, participants:

- gain understanding about DiSC behavioral styles
- identify their own behavioral style using the *Personal Profile System*[®]
- apply DiSC strategies to create an action planner for managing their performance

DiSC[®] Management Strategies *(continued)*

Module 2: Managing Others

In Module 2, participants:

- use DiSC[®] to read other people's styles
- learn strategies for managing different styles
- create an action plan for managing another person

Module 3: Managing the Job

In Module 3, participants:

- identify the behavioral expectations of their role using DiSC
- develop an action plan for matching their behavioral style to the behavioral expectations of the job
- discover strategies for shifting from one role to another role
- learn how to use DiSC to manage career development

Module 4: Managing Performance

In Module 4, participants:

- identify specific performance issues
- evaluate willingness and ability to perform
- apply management approaches based on willingness, ability, and style
- create an action plan for managing another person's performance

Comprehensive Management Training in One Easy-to-Use Program

The DiSC *Management Strategies* program materials offer everything your management team needs to manage self, others, and job performance.

Facilitator's Kit:

- Facilitator's Manual – a user-friendly guide with visual prompts, background information, and complete scripts for each module.
- DiSC *Management Strategies* Video – informational, skill-building vignettes.
- CD-ROM – a color presentation and handouts for classroom use.

Participant Materials:

- *Personal Profile System*[®] – the most reliable and popular self-scoring DiSC profile. Used to identify an individual's work behavioral style. Available online and on paper.
- *Role Behavior Analysis*[™] – a self-scoring profile that uses the DiSC system to define the behavioral expectations for a specific job, position, or role. Available online and on paper.
- *DiSC People Reading Card* – an easy-to-understand guide for identifying another person's style and developing strategies for meeting their needs.
- *DiSC Managing Performance Action Planner* – a self-scoring process for identifying a person's style and developing a specific action plan for managing them based on their level of ability, motivation, and style. Available online and on paper.
- *Participant's Guide* – a comprehensive handbook of strategies for managing self, others, the job, and performance. Includes case studies, structured exercises, and action plans.

Common Workplace Issues. Uncommon Results.

Individual differences are key to the success of your organization. Yet these vital differences can also lead to common workplace issues. Stress. Conflict. Low productivity. Ineffective leadership. Resistance to change.

So how do you solve common problems among unique individuals? With Inscape Publishing's self-directed learning instruments. Our tools are based on the belief that individual awareness is key to organizational success. Organizations like yours use Inscape's resources to provide a common language, helping people capitalize on differences to achieve uncommon results.