

Become Accredited in DiSC®

Next trainer in-class Workshops

.Runs Quarterly in Dublin.

**Sandymount Hotel, Dublin 4. Enquire
on next dates.**

****Inhouse options also available.****

Authorized Partner
EVERYTHING 
A Wiley Brand

*DiSC® Certification Facilitator
Peter O'Connor*

**performance
partners** 

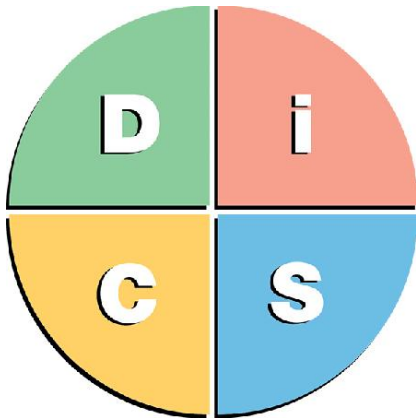
EVERYTHING 
WORKPLACE®
CERTIFICATION

www.mypotential.ie



About DiSC®

DiSC® is an online personal profiling tool that helps people to improve teamwork and co-operation, and thus improve their productivity. DiSC® helps team members and managers explore their differences in style and daily behaviour to help:



- ⦿ Bring more cohesive team dynamics & teamwork. start the journey toward team cohesion
- ⦿ Reduce interpersonal conflict
- ⦿ Create an atmosphere of collaboration towards results
- ⦿ Increase employee engagement and morale

The DiSC® profiling tools have been used by close to 50 million people to improve the work environment, get more done and reduce stress.

The assessment/profile experience is composed of a series of online questions that give a very accurate description of an individual's strengths, weaknesses and work preferences within a short period of time. Adaptive testing ensures that facilitators have participants who relate to reports.

What does DiSC® stand for?

**A four letter
acronym.
Simple, NOT
simplistic.**

Dominance:

Direct and Decisive. People with a strong “D” trait love challenges and getting things done. They use their strong will and drive to accomplish this.

Influence:

Optimistic and Outgoing. Team members with a strong “I” trait are “people’s people.” They love to share ideas, participate as a team member and enjoy encouraging other members of the team through their enthusiasm.

Steadiness:

Sympathetic and Cooperative. Those with a strong “S” are excellent listeners. They are likely to be found working behind the scenes, quietly making things happen in a predictable and steady fashion.

Conscientiousness:

Concerned and Correct. A team member with a strong “C” trait will be very engaged in thorough planning, programming and quality control.



What is DiSC® certification about?

DiSC® Certification is provided in a variety of formats through Performance Partners & also booked through ourselves for virtual certification sessions, via Wiley Publishing.

- ◆ Options include :
 - ⊙ Classroom
 - ⊙ One to one
 - ⊙ In-house Tailored
 - ⊙ Virtual open public sessions

During typical two & half days of training, you are introduced through experiential training to the DiSC® model and the profiles & tools applied to many situations for you to build high impact business solutions. You'll also receive a lot of facilitator materials, as well as support to get up and running.

As part of training/certification, we also give you or your business an online EPIC account.

EPIC is the platform you'll use to permit your course or learning participants to take their own DiSC® (and other self-learning) profiles online. You learn to administer and brand all (automated) personalised reports in your own company's logo etc. and have complete control over everything. You then debrief the reports and facilitate business sessions with your people.

We work with in-house talent managers, HR people, and learning and development managers.

www.mypotential.ie/disc-certification-2/

Visit our Train the Trainer information page.

Includes video and additional information.,



Workshops. Public or In-house available.
runs once per Quarter, enquire for dates
At the Sandymount Hotel, Dublin 4.

Book Your Seat Now!

Name: _____

Title: _____

Organisation: _____

Email address: _____

Phone Number: _____

Special Requirements: _____



DiSC® Certification Facilitator
Peter O'Connor

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353-1-240-2255

Email:
peter@mypotential.ie



Learn How to Create Simple, Effective DiSC® Based Solutions

By attending Train the trainer or becoming an in-house DiSC Certified Trainer or Consultant, you'll be able to create focused, effective DiSC based training solutions, using either the Management, Workplace (Teams), Work of Leaders, Leaders 363 or Sales programmes.

- ⦿ Learn which DiSC tool works best for your desired outcome, from your own EPIC platform
- ⦿ Discover how to combine DiSC resources for better results for your clients or in your business
- ⦿ Customise your own unique DiSC based training solutions and bridge to other programmes
- ⦿ Build emotional intelligence and behavioural change with those that you work with.



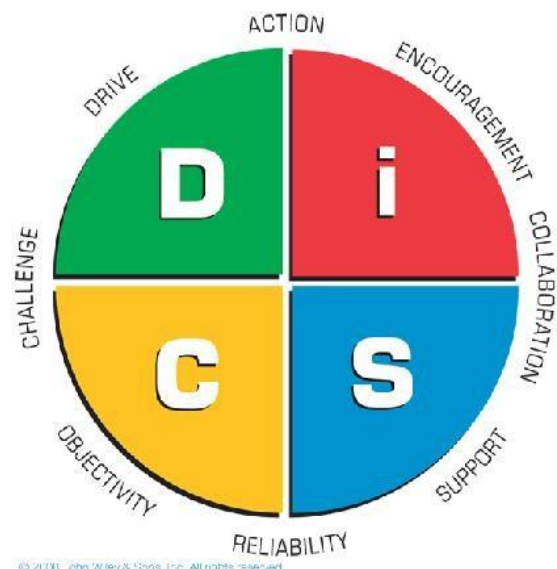
www.MyEverythingdisc.com

Allows For Self Learning, Post Classroom or Virtual Sessions.

You'll also discover how to organise the Everything DiSC Facilitation System into effective solutions.

You can tap into any of the pre-assembled Course Outlines from the Kit, to create solutions on a number of topics, including communication, leadership & management, conflict, interpersonal effectiveness, leadership, management effectiveness, sales, service and team effectiveness.

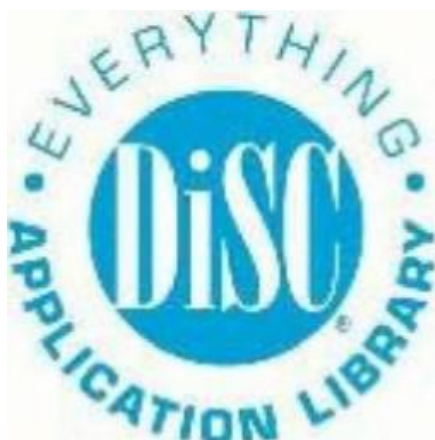
You use the DiSC model & Facilitator Materials in so many ways for **impactful learning**.





Comprehensive Learning & Plus Support

Online options are also now available,
enquire for details.



During the experiential learning process, you will be immersed in the history, theory, and interpretation of DiSC. You'll thoroughly review the resources available to conduct DiSC learning, including the Everything DiSC Facilitation System, USB Videos, and the complete line of DiSC reports. You'll have hands-on practice crafting a wide range of DiSC solutions, and you'll participate in group presentations of the training materials. Lastly, you'll demonstrate your knowledge of DiSC during a practical follow up trainer presentation to complete your accreditation, and we will help you to get your first programme up and running.

You will also gain access and training to your very own EPIC account, with control independence and branding on a wide range of powerful Everything DiSC assessments and participant reports.

DiSC® Workplace

DiSC® Management

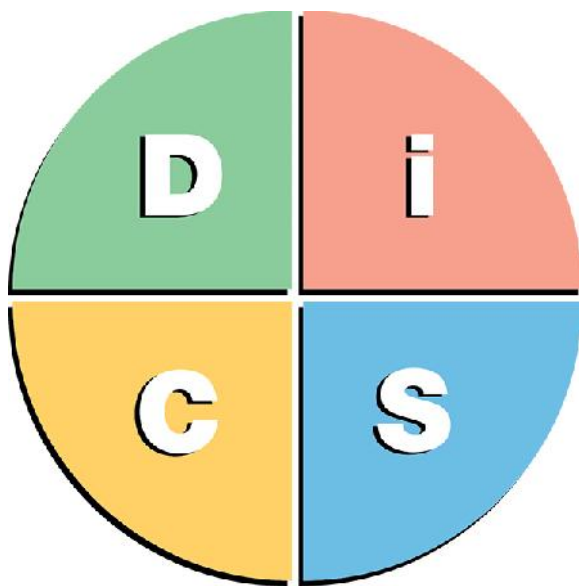
Work of Leaders & 363 for Leaders

The Five Behaviours of a Cohesive Team

DiSC® Sales



Everything DiSC® Facilitator Training



Location: Is facilitated in-house for your training and HR Team or in public format, up to 3 times per year, as well as new online options. Ask about online too! We have bridged DiSC in to many programmes in Ireland and globally.

Or find out more about Peter facilitating DiSC applications for you. See www.MyPotential.ie for DiSC information.

Info: Contact Peter O'Connor, Performance Partners, on 01-240 2255 or 087 - 833 7107

Cost: Varies based on numbers & may include one certification packs, Videos, Tools & Resources including DiSC manuals, profiles, Branded Profiles Account & Tailored Design.



Learning Objectives of the DiSC® Trainer Training

Objectives of the facilitator workshops are :

- ⦿ Help facilitators to understand the history & positioning of DiSC® in their business
- ⦿ Have a deeper understanding of the theory, research & validity underlying the DiSC® models and the assessment process, as demonstrated by 50 million research inputs & high level face validity & corporate user acceptance.
- ⦿ Build professional DiSC® feedback processes within an organisational context and enable facilitators to feel confident, competent & credible when facilitating DiSC® feedback & while answering both clarifying or developmental questions.
- ⦿ Experience their own personalised DiSC® learning, so that they will feel motivated to help others understand their style.
- ⦿ Fully understand the Everything DiSC® Workplace and other profile reports, and the applicable facilitator tools for 1-1 or group training feedback.
- ⦿ Populate a personal reflective learning journal on DiSC® with key learning points applied
- ⦿ Understand how to use the support materials, including the facilitator scripting, interactive classroom activities & using the Everything DiSC® facilitator's manual.
- ⦿ Help & support in-house company trainers with implementation, successful execution, and potential further application of DiSC®, as desired & required.
- ⦿ Discuss bridging with your current programmes and L&D portfolio, and the potential and business solutions fit for DiSC®



Everything DiSC® Facilitator Development

Programme Content

OUTLINE OF AGENDA — experiential

Check back in on your prior learning.

The DiSC® Model & Deeper Theory.

- ⊙ Overview of Marston's Core Model & DiSC® Styles.
- ⊙ Marston and EQ of Normal People.
- ⊙ Group discussion on the model and applications for individuals, peers, managers & Teams.
- ⊙ Understanding the 8 style priorities, shading & Interactive activity
- ⊙ Group activity to share group dot placements, and introducing "flexing for success" & people reading principles
- ⊙ Learning group exercise going through reports / pair & sharing core learning from each section of reports. Exploring personal narrative in reports / additional focus on future feedback persons.
- ⊙ Q&A, and debriefs.
- ⊙ Bridging with MBTI, or other profiles.
- Watch A Video overview of DiSC® Workplace.

DiSC® Facilitated Sessions.

- ⊙ Video on people reading & flexing behaviours.
- ⊙ Floor Exercise on Workplace research behaviours – group sorting.

A team Perspective. Understanding DiSC® & Team Dynamics.

- ⊙ Team Reports & A look at culture & its impact on results.

Research & validity of DiSC®.

Giving Feedback.

- ⊙ Interpretation and One-to-One Feedback process internal DiSC client.
- ⊙ Informing & Exploring Models of feedback, optional questioning profile/behavior/situational mixes
- ⊙ Initial Practices in giving one-to-one feedback – pair exercise.

Practical Exercises.

- ⊙ A Day In The Life, Group Exercise.
- ⊙ Work on a client's relevant scenario for debriefs based on styles
- ⊙ Interpersonal relationships in focus. The 'one on one' comparisons, a simple understanding and communication of style and preference with someone you work closely with.
- ⊙ Your Key learning points

Putting it all together, your first presentation and the follow up half day.

Building Solutions & Your feedback sessions plan. Case studies. Access to www.MyEverythingDiSC.com Wrap-up, agreed follow ups (use of MyEverything DiSC) and support, and specific needs.

Final Questions & Answers, Follow up support. Closing and Send-off from main workshop.



DiSC® Accreditation Course Facilitator:



Peter O'Connor, an experienced behavioural trainer & Long time DiSC facilitator.

Peter is lead facilitator & Director of Performance Partners Ltd.

Peter has over 25 years of business experience, with a

track record in business spanning three decades, working in ICT, Education and with experience in Financial services. He was the founding Director of a successful training & Consultancy Business which he ran for eight years.

Peter has been involved in training for over 20 years, having worked with the Ken Blanchard Leadership partner in Ireland for 5 years. His training style is facilitative, and encourages self discovery.

He is also accredited in Ireland, to organise Train The Trainer with in-house trainers in the Wiley **Everything DiSC & Five Behaviours Of A Cohesive Team** Tools. He also deploys surveys and facilitates related training programmes and debriefs on Employee Engagement/Passion & Team Alignment.

Working with Performance Partners – as well as providing solutions based approaches with People Management, Teams & Customer Service – he has also substantial Business Consulting & Executive Coaching experience with business people at all levels, up to MD level, to help with most aspects of managing the business and motivation, developing and managing the people side. *"Learning with a business purpose"*.

For further information, please email peter@performancepartners.ie or peter@mypotential.ie

If you want to hear about others who have done the DiSC® certification & facilitator with Peter, or to find out more about the programmes, please contact us at your convenience 353-1-2402255 or peter@mypotential.ie

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