

Title: DiSC® Management – Balance Your Team with Diverse Strengths
Duration: 60-90 minutes
Speaker: Deborah Jenkins, PHR, SHRM-CP

Course Description:

Have you ever wondered why connecting with some people is easier for you than with others? Maybe you've noticed that you have an easier time managing people who focus on providing accurate and reliable outcomes. Or, maybe you're more comfortable working with those who take a steady, cautious approach than those who tend to be more adventurous. Or, perhaps you relate best to people who are more self-controlled than outspoken. Understanding DiSC® and your management style is a simple tool that offers information to help you understand yourself and others better, and this can be of tremendous use as a manager. Explore your management priorities and preferences and learn how to connect better with people whose priorities and preferences differ from yours. Teach all your managers to successfully engage, motivate, and develop their people.

This course was designed to offer attendees a learning experience proven to increase the effectiveness of everyone in a management role. Participants deepen their understanding of themselves, their direct reports, and their own managers using the DiSC model, while learning how their management style influences their approach to decision-making, time management, and problem-solving. Participants walk away with concrete strategies to help them adapt to the styles of their direct reports, enabling them to bring out the best in their people, no matter what their personality style is.

Everything DiSC® Management training is a general and personalized learning experience proven to increase the effectiveness of anyone in a management role. This DiSC® Management training offers participants insight into your strengths and challenges as managers, and how to adapt your style to meet the needs of the people you manage—making you a more effective manager.

Whether you are a seasoned manager, new to the role, or an employee aspiring to become a successful manager, this training presentation will help guide you on your path. We will discuss natural personality characteristics, how and when to adapt our responses and actions to meet the desired outcome of the situation, and methods to inspire and motivate individuals and teams. No two people are the same and it is important to recognize that we all have our own motivation buttons, as well as deflating triggers. As managers, if we can better understand our people and how they tick, we can provide more effective and efficient management to guide them to success. Through appreciating the individuality of our team members, we can tap into each person's strengths and abilities as well as helping them to overcome their weaknesses. Attend this training and you will learn to become a more successful manager by growing your understanding of your current management style, determining opportunities to increase your skills, and discovering how to work towards continued success.

With this resource-loaded, fast-paced, and relatable course, you will receive tools, tips, and techniques to use to successfully lead your team. By the conclusion of this training, you will have actionable items and tools to implement the learning objectives and achieve sustained success.

This is a PowerPoint instructor-led presentation that includes lecture, audience participation, key takeaway action plans, and is qualifiable for 1.0 CEUs/instruction hour.

Course Objectives:

- Discovery of personal management style
- Insight into directing, delegating, and motivating
- Strategies to support long-term development
- Determine your DiSC management style
- Explore strategies for effective directing and delegating
- Learn to create motivating environments
- Deepen your ability to develop others based on each individual's potential
- Improve your working relationship with their own manager
- Learn tips and techniques
- Determine expectations and responsibilities

Course Outline:

1. Everything DiSC® Overview
2. Management Priorities
3. Management Preferences
4. Management Styles
5. Managing Other Styles
6. Motivators
7. Stressors
8. Directing and Delegating
9. Motivation and the Environment you Create
10. Developing Others
11. How YOUR Manager sees You
12. Action Items that will improve each attendee's knowledge, skills and abilities

Why Attend:

Attending this training will help you and your team grow professional skills and discover how to work towards continued success for yourself, your team, and your organization. It will help you to advance your current success, boost your chances to meet your future goals and aspirations, and to inspire others to follow your lead. Further, this course will help your team better understand company-wide expectations of individuals and teams to achieve desired results. When workplaces incorporate these cultural principles, the work environment becomes a place to look forward to coming into with enthusiasm.

If developing your skills aren't prioritized by you or your organization, you risk individual, team, department, and organizational failure without everyone reaching their full potential

Who will Benefit:

Everyone that interacts with others and aspires to continue their professional development will benefit from this training. That includes anyone from front line workers to the leadership team. It is also general information that is relevant to all industries including human resources, medical, legal, hospitality, transportation, government, sales, communications, education, insurance, science, engineering, banking, non-profit, fitness,

investment, realty, marketing, construction, and more. Human Resource Professionals, Supervisors, Managers, Business Owners, CEOs, COOs, CHROs, Presidents, Vice Presidents, Employees.

Speaker Profile:

Deborah Jenkins has over twenty years of experience as an Accounting and Human Resources (HR) Professional. She has served in senior leadership roles as well as supporting businesses as an HR generalist, payroll specialist, training and development provider, and benefits administrator. The variety of industries she has contributed to spans the public, private and non-profit sectors. From this, Deborah has derived a broad understanding of the challenges facing business leaders, HR professionals, and all personnel. After having spent years broadening her skills, knowledge, and experience, Deborah now serves her clients as a Human Resources Consultant, Leadership Development and Workforce Training Expert, Motivational Speaker and Executive Coach through her business, HR Solutions, LLC.

To prepare her for these opportunities to serve her clients, Deborah earned a Bachelor's Degree in Human Resources Management and an Associate's Degree in Accounting. She further is a certified Human Resources Professional from leading associations in the world, including a Professional in Human Resources (PHR) from the Human Resources Certification Institute, a Society for Human Resource Management Certified Professional (SHRM-CP), and a Toastmaster's Competent Leader (CL). To offer additional value-added tools to her services, Deborah has completed training and is an Authorized Partner and Trainer with Wiley's Everything DiSC®.

Deborah believes that learning is a lifelong adventure, and she continually pursues personal and professional development. She also believes in giving back to her community and has been an active board member for several non-profit organizations including local Toastmaster's Chapters and both the local Society of Human Resource Management (SHRM) chapter as well as the Montana State Council SHRM.

By sharing knowledge, inspiring others, and continually pursuing personal growth, Deborah aspires to ignite both individual and corporate success, thus enhancing overall well-being and shared fulfillment. Her goal is to assist others to develop more effective communications, supportive collaboration, and harmonious concord to reach superior streamlined, successful, and enjoyable results. Starting her own business in 2013 allows her to allocate her energies to accomplish this mission and focus in the areas she's most passionate about: Leadership Development, Workforce Training, Motivational Speaking, and Human Resource Management Consulting.

When Deborah is not working, learning, or volunteering her time, she enjoys hanging out with family and friends, spending time outdoors with Mother Nature, and taking in the arts and entertainment offered in her home state of Montana and beyond.



Scheduling:

Contact us at: [HR Solutions | Contact Us \(hrs-mt.com\)](https://www.HRS-MT.com)