

## EVERYTHING DiSC® MANAGEMENT

### OVERVIEW:

*Everything DiSC® Management* teaches managers how to bring out the best in each employee. It uses online pre-work, engaging facilitation with contemporary video to create a personalized learning experience. Using DiSC®, a simple and intuitive learning model, participants recognize and understand the styles of the people they manage. The result is managers who adapt their styles to manage more effectively.

### OBJECTIVES:

*Everything DiSC® Management* focuses on five vital areas:

- **Introduction to Your Management Style**  
Participants discover how their DiSC® styles affect their management styles, examining their unique priorities as managers. Participants then learn how to identify the DiSC® styles of the people they manage.
- **Directing and Delegating**  
Participants learn their strengths and challenges when directing and delegating. They also learn how to adjust to fit the needs of the people they manage.
- **Motivation**  
Participants discover how their DiSC® styles affect the motivation of others. They learn to identify and adapt to increase others' motivation.
- **Developing Others**  
Participants learn about their natural styles of developing others. They also discover the development preferences for each DiSC® style and how to accommodate each style.
- **Working with Your Manager**  
Participants learn to modify their approach to meet the needs and preferences of their bosses. They increase their ability to influence and communicate effectively with their managers.

**TIMING:** Full Day (7 hours)

### OUTLINE:

1. Learn about the DiSC® model and how it informs the role of manager
  - Discover your management style on the *Everything DiSC® Management Map*
  - Explore the priorities that drive your management style
2. Explore the influence your management style has on how you manage time, make decisions, and approach problems
  - Discover how your style helps shape your day as a manager
  - Learn a method for recognizing other people's DiSC® styles
3. Learn about your natural directing and delegating style
  - Identify the directing and delegating needs of different people
  - Write an action plan for improving how you direct and delegate to a person you manage

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4. Learn how you affect the motivation of others
  - Recognize what different people find motivating and demotivating
  - Write an action plan for creating a more motivating environment for someone you manage
5. Learn about your natural style of developing others.
  - Identify the development preferences of different people
  - Write an action plan for developing a specific employee
6. Consider how your manager might see you
  - Discover different approaches for getting buy-in from your manager
  - Write an action plan for improving how you work with your manager

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