# The DISCovery Seminar™

## Powerful People Skills for Highly Effective Work Groups

- **develop enhanced communication and people skills**
- **strengthen team relationships**
- **improve workplace dynamics**
- **build successful work groups**
- **motivate your staff**
- **resolve conflicts**
- **build rapport with clients**
- **tailor effective sales presentations**

Presented by
KEN GONYER

Ken is a coach and trainer with **Hidden Springs Coaching**, a professional development resource for executives, professionals, managers and leaders.

**The DISCovery Seminar™** uses insights from the DISC personality profile, the most established, validated, and reliable behavioral work style assessment tool. Prior to the seminar, participants each take the online assessment and receive a content-rich, personal behavioral profile.

The seminar is a highly effective presentation of easy to understand concepts. The take-home value is high: better communication, higher productivity, improved perception of the workplace, increased sales and happier employees. Plus – it's a fun experience that your staff will truly enjoy!

## Here's how it works:

**ASSESSMENT:** Employees take an online personality style assessment tool based on "DISC." The resulting profile categorizes the subject into one of 25 personality styles that typify varying combinations of the following traits:

- Dominance: direct, demanding and competitive
- Influence: sociable, people-oriented, "life-of-the-party"
- Steadiness: patient, persistent, sympathetic
- Compliance: rational, organized, dispassionate

**PROFILE:** The employee receives a 29-page customized profile packed with practical information and ways to apply their results. Sections include:

- Understanding your personality or behavioral style
- Motivational characteristics of your behavioral style
- Communication DOs and DON'Ts (how to best relate to other styles)
- Maximizing your effectiveness in the workplace and on the team
- Your leadership strengths
- Action plan – to improve your interpersonal skills

**SEMINAR:** The seminar is a two-hour experience that's interactive, insight-rich, practical and fun. We will:

- Elaborate on the profile's findings
- Chart the group's personality styles
- Learn best practices for communication with coworkers and clients
- Reflect on the power of "self-image"
- Set goals for energizing teamwork
- Learn how to gauge a prospect's personality style and boost sales

The end result is a group of energized individuals who have greater self-awareness and a larger capacity for understanding not only other members of their team but their prospects and clients as well.

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## ADDED-VALUE OPTIONS

### TAKE HOME VALUE:

***"I learned that behavioral style is key to understanding the strengths and weaknesses of your team members. As a team leader, I was enabled to assign responsibilities and tasks in such a way that the strengths of each team member were maximized, and weaknesses were minimized. This allowed my team to be more effective in accomplishing our goals than I had even hoped!"***

***- participant evaluation***

## MANAGEMENT CONSULTATION

Gain strategic insight into your organization with a Corporate Culture Study.

Using the actual data from your team's individual assessments, we perform an in-depth, strategic analysis of your group's DISC corporate culture to be detailed with your leadership team. The one-hour consultation explores this valuable business intelligence:

- the overall values of your group according to D, I, S, and C styles
- the three greatest advantages and drawbacks of your overall corporate style
- the top five management and leadership issues to consider regarding behavioral styles on your teams

## INDIVIDUAL COACHING

Ensure that your key team members get maximum value from the seminar experience and profile with a personal, one-on-one coaching session. In this confidential and safe environment, we will help team members apply information from the profile to:

- pinpoint sources of stress
- increase job satisfaction and
- become more successful and engaged members of their team

## GROUP COACHING

Work groups often experience personality clashes, negativity and the inability to get along. Group coaching facilitates open discussion about specific issues, allowing participants to learn new ways to work in harmony.

### PRESENTER

Ken Gonyer created **The DISCovery Seminar** after 14 years of experience with the DISC profile. The material has been enthusiastically received by financial institution staff, church groups, non-profit management teams, financial services teams and individual executive coaching clients. The DISC behavior model itself has been around for about 75 years. Internationally, over 50 million of people have taken various forms of the DISC test. Ken has received professional DISC training for the workplace and he's excited about this opportunity to share what he's learned with your team.

hidden springs coaching

## YOUR INVESTMENT

### SEMINAR

Two-hour interactive and entertaining seminar presentation, 20 participants per session:
$1,750

Assessment fee for online profile and 29-page customized profile manual: $45 per participant

### MANAGEMENT CONSULTATION

Written analysis and recommendation report, 60-minute consultation with organizational leaders:
$500

### INDIVIDUAL COACHING

45-minute individual coaching session:
$90

Ongoing e-coaching:
$90/month.

### GROUP COACHING

Two 90-minute sessions per group, intermediate and final coaching reports for group, written follow-up report to management:
$500

To schedule your private, on-site seminar, contact Ken Gonyer:
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