

PEOPLE MANAGEMENT SKILLS:

Managing Various Personalities with DiSC



RM 2,600



MODULE OVERVIEW

Effective people management begins with understanding the diverse personalities and behavioral styles within your team. The DISC model provides a powerful framework to enhance this understanding, enabling managers to tailor their communication, leadership, and decision-making to bring out the best in their team members.

This program helps participants leverage the DISC personality assessment and understanding to build stronger relationships, improve team dynamics, and drive performance.

TARGETED PARTICIPANTS

Top Management, Managers, HODs, People Managers and All Relevant PIC that is/are part of the People Management

DURATION

2 Days

LEARNING OUTCOME

By end of the training, participant able to:

- Understand and explain the DISC model and its relevance to workplace dynamics.
- Identify their own DISC profile and recognize the profiles of their team members.
- Adapt communication and leadership approaches to align with different DISC styles.
- Manage team dynamics by leveraging individual strengths and addressing potential conflicts.
- Delegate and empower according to their respective DISC preferences and priorities.
- Enhance team motivation, engagement, and performance through tailored management strategies.
- Design personalized staff development strategies to improve their capabilities and skills.
- Build stronger relationships by fostering empathy and trust among team members.

LEARNING OBJECTIVE

- Discover the four DISC styles (Dominance, Influence, Steadiness, and Conscientiousness) and their key traits.
- Learn how to identify their own DISC profile and those of others.
- Develop strategies to adapt their management style to align with the unique needs and preferences of their team members.

METHOD OF TRAINING

This programme includes presentations, activities, group discussions, video and practical use cases.



CONTENTS

DAY 1 | 9 AM - 5 PM

Module 1: Introduction to D.I.S.C

- The 4 personality types
- Characteristics, strengths and limitations of each type
- Real world examples of each personality type
- Workplace environment exploration of each personality type

Module 2: Identify Each Personality Type Quickly

- Recognise different types of DISC and their responses
- Similarities and Challenges working with each personality type
- Using DiSC to forge better understanding with those are working with you

Activity: *Real-life practice*

Module 3: Effective Communication Using D.I.S.C

- How each personality type communicates
- Why it's so easy to have conflict and how to resolve it effectively
- Establish a more effective working relationship

Module 4: Collaboration & Influencing Skills Using D.I.S.C

- Building trust and influence
- Working with Individuals and Teams to get the Best Results.
- Establish a team with diverse synergies



CONTENTS

DAY 2 | 9 AM - 5 PM

Module 5: Your DiSC Management Style

- Your Management Priorities
- Your Management Preferences
- Explore the influence of your management style

Module 6: Directing and Delegating

- Learn about your natural directing and delegating style
- Identify the needs of different people
- Improve your effectiveness

Module 7: Developing Others

- Learn about your natural style of developing others
- Identify the development preferences of different people
- Action plan for Developing Others

