

high performance tools ▶ high performance trainers ▶ high performance clients

**Trainers  
Consultants  
Facilitators  
Recruiters  
Sales coaches  
HR managers  
and other professionals**

**- step forward, please!**



**Everything DiSC® Certification Course**

presented by



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Consultants  
Facilitators  
Recruiters  
Sales coaches  
HR managers  
and other professionals**

**- step forward, please!**



## **Everything DiSC® Certification Course**

Everything DiSC® is the most powerful tool ever built to help trainers help their client organisations to succeed. If you want to bring about solutions that will help companies to recruit, retain and develop individuals and teams, and increase their performance and satisfaction then the Everything DiSC® Certification Course is the solution for you.

- Over the two course days, we teach you all that you need to make effective training solutions for clients, customers and businesses. You will learn how to use DiSC® to develop co-operation and communication and to eliminate conflicts.

The Certification Course has a duration of 2 days, the first day 08:00-18:00, the second 08:00-17:00. Participants are required to attend all sessions of the course. Lunch and refreshments included in the price.

+ you will get new angles on your work as a trainer or consultant  
+ you will get new tools and fresh inspirations that you can pass on to your clients!

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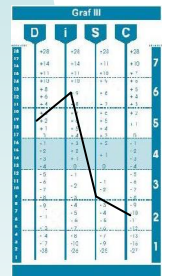
## What Is DiSC® ?

- DiSC® from Inscape Publishing is the original, most validated, scientifically researched learning instrument used in business. More than 40 million people world wide have used DiSC in building teams, developing leadership, enhancing interpersonal relationships and improving performance and productivity.

*The DiSC system has evolved over many years since the American psychologist, Dr. William Marston, presented the theory first time in 1928. The DiSC system identifies four different styles of behaviour:*

*D – Dominance  
i – Influence  
S – Stability  
C – Conscientiousness*

The four styles are shown in different proportions by different people.



Profiles such as DiSC® Classic measure a person's tendency to use each of the styles.

- DiSC enables us to understand our own style and how others may react to it. DiSC helps us understand the behaviours of other people and to appreciate the diversity in a team. DiSC offers a non-judgmental language for discussing behavioral differences.
- Using simple observation, we can learn to identify the styles of other people and to adapt our communication with them accordingly. These skills help us build strong and productive relations, while avoiding misunderstanding and conflict.
- To develop these skills, people need someone to train them. *You* can be the trainer who brings all these new insights and skills to *your* clients. Inscape Publishing has developed an extensive range of learning programmes, tools and professional materials: **The Everything DiSC® Facilitation System**. The certification course will put all these materials in your hands, free to use from Day One!

## Some of the questions DiSC can help answer:

- What are my strengths, and what are my limitations?
- How do I relate to people and my environment?
- What are my strategies for creating positive relationships?
- How can I increase effectiveness in others and myself?
- How do I make decisions, manage time, solve problems or handle stress?
- What is my natural approach to selling?
- How do I open the call, ask questions, present my ideas or products?
- How do I handle objections, gain commitment and service my clients?
- How do I behave as a manager?
- What are my strategies for managing others?
- How do I direct, delegate, motivate and solve problems?
- What motivates me?
- What de-motivates me?
- What type of environment do I prefer?
- What things do I tend to avoid doing?
- What's my response to conflict?



## What Everything DiSC® offers trainers:

Trainers are different and have different needs. We are pretty sure, however, that every trainer will appreciate these points:

### For everyone who does practical training:

- A fast, efficient way to design courses and adapt them to an audience
- A rich toolbox of building blocks that helps create new solutions for your clients
- Valid and reliable tools that give the predicted results – again and again
- Easy to use in international settings (more than 20 languages supported)

### For larger projects or larger training companies:

- Helps to keep a common standard for courses that are repeated regularly
- Helps to keep a common standard when several trainers teach the same course
- A way to build a standardized programme for training new trainers
- Certainty in the effect of training solutions

### For the trainer personally:

- DiSC Learning is very popular with all audiences – and the trainer gets the credit!
- A group that has had DiSC Learning is much easier to work with afterwards
- When your clients learn DiSC from you, you tie a special bond with them
- Your DiSC knowledge will be of benefit to you in your professional and private life

## Courses in the Everything DiSC® Facilitation System:

The EDFS includes a number of fully scripted workshops in various applications and of different lengths – all ready to use. You can build and blend the DiSC programmes into your own programmes and use them for your needs and objectives. Some of the pre-designed sessions for you include:

### Communications

- Improving Communication (Full-Day)
- Adapting to Different Styles (Half-Day)
- Communication Effectiveness
- Managing Conflict and Resistance (Full-Day)
- Reducing Conflict (Full-Day)

### Interpersonal Effectiveness

- Using Your Strengths to Your Advantage (Full-Day)
- Building Greater Self-Awareness (Half-Day)

### Management Effectiveness

- Maximising Your Strengths as a Manager (Full-Day)
- Being Responsive to Customer Differences (Half-Day)
- Getting the Most From Your Key Contributors (Half-Day)

### Sales Effectiveness

- Building a Sales Relationship (Full-Day)
- Being Responsive to Customer Differences (Half-Day)

### Team Effectiveness

- Improving Team Effectiveness (Full-Day)
- Improving Team Motivation (Half-Day)
- Team Effectiveness Series (Three Half-Day Sessions)

### Participant's and Facilitator's View of EDFS – try both!

Naturally, in the certification course, we will use the EDFS materials to teach you! This way, you will experience how the materials work from the participants' point of view.

You will also get to try using the materials in example trainings. This way, you also get the facilitator's experience.

- This gives *you* a personal certainty about the quality you will offer to *your* clients.

**You** are in control of the picture you will paint for your audience.  
For **each** programme, EDFS gives you the following options:

**Facilitator's step-by-step manual (150-200 pages)**

**Run PowerPoint slide show with integrated video**

**Edit and customize the slide show as you like!**



**Handouts for participants (25-50 pages)- edit and customize as you like!**

## Everything DiSC® Insight Modules:

Everything DiSC® is built around a number of self-contained modules that can be put together in various ways, depending on the topic and the audience. Since each module delivers a specific insight, they have been labelled "Insight Modules."

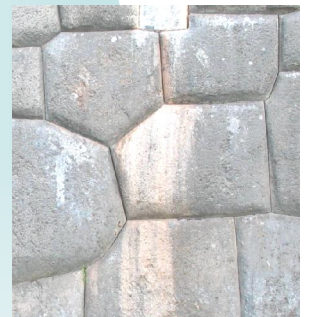
### Modules include:

- Discover Four Styles of Behaviour and Explore the General Preferences of Your Style
- Learn about Your Strengths and What Happens if they are overused
- Learn about Your Behaviour When you are in Conflict with Others
- Learn How to Recognise the Styles of Other People
- Understand How Others Interpret Your Behaviour
- Learn How to Adapt Your Communication to Different Styles
- Understand What Motivates You at work
- Learn How to Address Goals and Fears to Gain Commitment
- Learn to Adapt your Management Approach Based on Willingness and Ability
- Learn to Read and Respond to Your Customer's Style
- Closing and Action Plan

### Many ways to use the modules

Designing your course around the Insight Modules allows you to blend in your own materials and activities – as much or as little as you like.

Having these simple building blocks at your disposal all the time allows you to concentrate more on your audience. In the certification course you will learn how to use the system's flexibility.



## Everything DiSC® Training DVD:

The Everything DiSC® DVD is a video companion to the Everything DiSC® Facilitation System. The Insight Modules in the system use major portions of this video. You may also use the video as a stand-alone to build into existing/new training of your own.

The DVD is menu-based. It offers 70 minutes of training material, organised with multiple viewing options for each of four sections:

- Pure Styles
- The Meeting
- Effective Communication
- Natural Styles

The DVD has subtitles in more than 20 languages.



## Using the Everything DiSC® Facilitation System in your training:

The Everything DiSC® System guides you in facilitating the insights that DiSC brings to your participants, individually and interpersonally. However, EDFS does not limit you to its materials and course programmes. No-one demands you to follow the pre-prepared courses step by step. The only demand is that participants in the course have filled in a DiSC® Classic 1.0 or 2.0 profile prior to the course.

You have full freedom to mix EDFS resources with your own ideas, practices, materials in any way you like. The EDFS materials always work and bring success with any audience. This allows you to concentrate on developing other aspects of your courses.

## Everything – and a few things more:

### Resources CD

The Everything DiSC® CD includes several multimedia files to help you customise your seminar and enhance the training experience for your participants:

- 243 PowerPoint slides and self-paced tutorials
- 88 participant handouts/exercises in colour or black/white
- Sample Reports of all online DiSC products

### EPIC Online Profiling

EPIC is a secure, password-protected web-site that allows you to deliver DiSC® Classic 1.0 and 2.0 + other products instantly, which saves you time and money. You can have your own EPIC account complete with own company logo etc. The certification course will give more info about EPIC.

### Other tools to for use in your DiSC Facilitation:

The Everything DiSC® Facilitation System also includes

- 10 DiSC People Reading Cards
- One set of QuikDiSC Cards (picture)



## A Summary of What You Get in the Certification Course:

- Two Days of Professional Training with an International Expert
- Your Personal DiSC® Classic 2.0 Profile (value USD 50,-)
- Complete Facilitation Kit for your Training (value USD 1.800,- )
- DVD's and CD's All Included in the Kit
- Ready-to-Present Seminars
- Course Materials Including Handouts and Teacher's Manual
- Options to Open Own EPIC Online Account
- Follow up and Support from Performance Systems International

# Everything DiSC® Certification Courses in Ukraine

**Performance Systems International** arranges certification courses in Kiev at regular intervals. Go to our website [www.persysint.com](http://www.persysint.com) to read our latest news and announcements – and to learn more about us.

## Prices

- The price per participant is USD 2.899
- If a company sends more than 1 participant the prices for the following are reduced in steps of USD 100:  
2nd participant – USD 2.799  
3rd participant – USD 2.699
- Closed courses for 5-10 participants from a single company can be arranged at slightly reduced prices.
- Payment in advance and no later than 2 weeks before the start of the course.

## Preparations

- Before the course, each participant should fill in a DiSC® Classic 2.0 profile on the Internet system EPIC. A mail with a link to the website will be sent to each. The price is included in the course fee.
- For their own convenience, we recommend that participants bring a laptop computer.

## Order

- Simply follow the contact information at the bottom of the page. We will be happy to answer any question you may have about certification courses or our other services.

The courses are led by Organizational Psychologist and Senior Consultant

## Peter Christian Jensen

who has worked extensively with DiSC® in his more than 15 years as a business consultant in Denmark and other European countries.



## - step forward, please!

Open your own EPIC account for  
**only USD 99**

and we put EPIC credits for a value  
of **USD 120** on your account for  
**FREE!**



STEP FORWARD SPECIAL  
OFFER 2007