



TidalShift
Lift Your Organization

Recognizing and Removing Barriers to Performance[®]

LT120 | Length: 1 day | Credits: 7 PDUs | Talent Triangle - Leadership

Overview

Great managers can read people. They know that employees have different skills, different concerns and different levels of motivation. Further, they know that if they ignore these diverse needs, there is a greater chance that their employees will waste their energy moving in the wrong direction, get frustrated with a lack of success, or just disengage from a project or team. Consequently, through the support of DiSC[®], they've learned to adjust their management style to the employee's style and needs of the situation. This course is designed to help managers recognize the employee's needs and remove barriers to performance.

Learning Objectives

Participants will learn how to:

- Read the DiSC[®] style and developmental needs of different employees.
- Understand the goals and fears of their employees.
- Adapt their management approach to match the ability level and motivation of their employees.
- Recognize and reduce their employees' opposition and resistance.
- Develop employees that are more energized, efficient, and committed.

Audience

This course is intended for all members of a team, including team leader.

Prerequisites

Complete DiSC[®] online.

Content Outline

Module 1

- Discover four styles of behaviour and explore the general preferences of your style.

Module 2

- Learn how to recognize the styles of other people.

Module 3

- Learn how to address goals and fears to gain commitment.

Module 4

- Learn to adapt your management approach based on willingness and ability.

Detailed Learning Objectives

- Identify a way to understand differences.
- Learn how to adapt your managerial skills.
- Develop skills in recognizing people's DiSC® styles based on behavioral cues.
- Understand how goals and fears affect commitment.
- Discover how DiSC® can help identify goals and fears.
- Create situations where other people can be energized and committed
- Develop an action plan.
- Learn how DiSC® style, combined with ability and willingness, can help guide us to a management approach.
- Discover how this makes us more effective when leading someone toward a performance goal.
- Consider how DiSC® style affected your perception of his or her willingness to do the task.

Remember

- This is not meant to 'pigeon hole' or label anyone.
- This is a model used to understand differences and improve our leadership capabilities.
- There are no good or bad styles.
- There is no 'best' style.
- All styles have strengths and limitations.
- All styles can be more or less effective.
- People are a mixture of all styles.