

DiSC and Culture Change for Teams and Leaders

Course outline

Provided by: Performance Management Consultants – PMC Training



Reference no. 286-26

Duration 1.00 day(s) | 6:00 hours ¹

Website link <https://pmctraining.com/training/disc-and-culture-change-for-teams-and-leaders/>

Helping Your Team Find Its Place Amidst Turmoil And Disruption

Is your organization going through a shuffle or “reorg”? Is your team feeling disoriented and without focus? Or is it struggling to hone a meaningful identity and purpose for itself in an environment where the culture is changing?

Culture change is always going to happen. What’s important to recognize is that everyone reacts differently to it and will apply their particular coping mechanisms to deal with it.

As a result, a team can lose its motivation, become fragmented and at worst, dysfunctional. What you need is a team that is cohesive, confident and impactful!

Using the DISC personality assessment tool, you and your team will understand the drivers behind your behaviour and coping mechanisms, and how you can best leverage your strengths in order to rebound and build a team that is cohesive and resilient to change.

In addition, you will develop a robust team strategy to help you embody and communicate your value proposition so that you can position yourselves as experts in an organization that needs you.

Learning outcomes

At the end of this workshop, you will be able to:

- Understand and honour your unique DISC personality style
- Understand what motivates and/or frazzles you in times of change
- Recognize and leverage your strengths and those of your team
- Find a unified voice and create a strategy to better cope with change
- Craft a team strategy to articulate your value proposition within the organization

¹ The course hours reflect teaching time that often correlate with continuing education credits (CEC) or professional development units (PDU). Please check with your profession’s governing body, as there is no universal approach.

Workshop topics

- DISC personality assessments
- Identifying and understanding everyone's coping mechanisms with change
- Capturing and laying out the strengths of your team
- Assessment of roadblocks to success
- Creating a strategy to solidify your team's role and mission within the organization
- Laying out strategies for team members to feel heard and motivated

Prerequisites

There are no prerequisites for this course.

Who should attend this course?

- Teams and their leaders experiencing disruption, disorientation and lack of motivation amidst culture change in their organization
- Teams and their leaders who wish to strengthen their mission statement, value proposition and influence