



-OUTLINE-

## **Everything DiSC | Work of Leaders**

*Pre-Session Assignment: Participants complete a DiSC Work of Leaders profile. The individualized results are revealed and interpreted during the training session.*

### **Module 1: Introduction to Work of Leaders (60 minutes)**

Goals:

- Learn about the DiSC model and how it informs the role of leader.
- Discover your leadership style and priorities on the Everything DiSC Leadership Map.
- Learn about the Everything DiSC Work of Leaders process and how your DiSC style influences your behavior in each step of the process.

Activity Description:

Participants share elements of leadership most important to them in an ice-breaker activity. Participants watch a video that introduces the Work of Leaders, after which they read the Cornerstone Principles and discuss key concepts. They watch a video that introduces DiSC and the eight priorities of the Everything DiSC Leadership Map, and then read about their DiSC leadership style. They learn about the Work of Leaders process and how their DiSC style influences their approach to Vision, Alignment and Execution. The session concludes with a structural overview of the Work of Leaders process.

## **Module 2: Vision: (60 minutes)**

### Goals:

- Learn the three drivers of crafting a vision.
- Understand the behaviors that characterize each driver and how they may impact a leader's effectiveness.
- Discover how you approach each driver of vision.

### Activity Description:

Participants are shown vision descriptions of well-known organizations and identify the source of each vision. They learn about defining the elements of a vision and discuss what it looks like at different levels of leadership. Participants move on to a group activity that introduces them to Exploration as a driver of vision, after which they read about their own approach to exploration and share their thoughts. Next, participants explore Boldness as a driver of vision. They brainstorm in small groups their biggest barriers to being bold, then read about their own approach to boldness and discuss with a partner how they can overcome their barriers. Finally, participants learn about the importance of Testing Assumptions when creating a vision. They read about their own approach to testing assumptions, and then break into groups to discuss the advantages and disadvantages of their tendencies in this area.

## **Module 3: Alignment (60 minutes)**

### Goals:

- Learn about three drivers of alignment.
- Understand the behaviors that characterize each driver and how they may impact a leader's effectiveness.
- Discover how you approach each driver of alignment.

### Activity Description:

Participants consider the benefits of gaining alignment. They read their profiles about the importance of alignment, and then talk about how leaders at all levels in their organizations approach alignment. Participants learn about each driver of alignment by discussing the behaviors modeled in a wrong-way/right-way video segment. They discover their own approach to each driver by reading their profiles and sharing their feedback with others.

## **Module 4: Execution (60 minutes)**

Goals:

- Learn about three drivers of execution.
- Understand the behaviors that characterize each driver and how they may impact a leader's effectiveness.
- Discover how you approach each driver of execution.

Activity Description:

Participants consider how leaders contribute to executing vision. They read their profiles about the importance of execution, and then talk about how leaders in their organizations approach execution. Participants watch a video that introduces Momentum as a driver of execution, after which they learn how they approach momentum and share their information with a partner. Next, participants discuss the benefits of having Structure during execution and what happens when there is no structure. They learn about their approach to structure and exchange information with their table groups. Finally, participants are introduced to the last driver, Feedback, by watching a series of videos where a leader demonstrates combinations of both ends of the feedback continua. They learn how they approach feedback and have a partner discussion.

## **Module 5: Action Planning (60 Minutes)**

Goals:

- Learn about your strengths and challenges in the Work of Leaders process.
- Identify the benefits of improving on your challenge areas.
- Write an action plan for improvement in one challenge area.

Activity Description:

Participants read about their top three strengths, and then promote them in an interview activity. They place dots on posters containing the Work of Leaders best practices to show the strengths and challenges represented in the group. They read about each of their challenges, consider the benefits of improvement in each area, and write down action steps they would like to try based on the tips provided in the profile. Participants choose one of their challenge areas and write a complete action plan for improvement, after which they share the plan with a partner.