

DISC Accreditation

Become a DISC Certified Human Behaviour Consultant



INTRODUCTION

DISC provides an insight into an individual style that is more than adequate to predict the likely trends of people's behaviour. It does this by evaluating four key dimensions in an individual.

At its most basic level, DISC measures four factors of an individual's behaviour. Dominance, Influence, Steadiness and Compliance.

The real power of DISC comes from its ability to interpret the relations between these dimensions. How a high 'Influence' person who has an equal high level of 'Dominance', will behave differently to an 'Influence' individual without that 'Dominance'.

Using this information, DISC can be used to describe a person's general approach, including their motivations and dislikes, strengths and potential risks, and some of the basic assumptions they make about other people.

The instrument is internationally used in the areas of Human Resource management, consulting, coaching, mentoring and counselling. On completion, participants will be accredited as a 'Certified Human Behaviour Consultant'.

OBJECTIVES

- Increased understanding of self and others
- Progress from a manager of people to a leader of people
- Increased influence and reduced staff turnover
- Increased work productivity and communication
- Build effective teams
- Resolve and minimize conflicts
- Gain commitment and cooperation
- Dealing with changes positively

APPLICATION

- Leadership Development
- Recruitment & Selection
- Team Building
- Coaching
- Mentoring
- Counselling
- Career Development & Management
- Conflict Resolution
- Selling & Prospecting
- Leading, Managing & Motivation
- Communication & Dialogue
- Parenting

PROGRAMME TOPICS

DAY 1

- Background & Theory of DISC
- History of Personality Studies
- Objectives & Learning Values of DISC
- Reviewing your Profile
- Reading the DISC Language
- Identifying natural motivations
- Observable traits of the DISC
- Advanced Interpretation

DAY 2

- Writing Behavioural Blends
- Solving the Mystery of Motivation
- Job Enrichment
- Team Building Dynamics
- Selection & Job Enrichment
- Resolve Interpersonal Conflicts

WHO SHOULD ATTEND

Directors, Senior Management, Functional Heads, HR Practitioners, Recruitment Managers, Organizational Development Practitioners, Team Leaders & Supervisors, Management Consultants, Coaches, Trainers, Counsellors, Social Workers and others who want to achieve personal development



ABOUT THE TRAINERS

DANIEL TEO | Singapore

Daniel Teo, received his MSc. in Organizational Psychology from The University of London and Master from Regent College, an affiliated member with The University of British Columbia, Vancouver Canada. He has been appointed the Asian Director and Principal Trainer by “The Leadership Institute of America” and “Consulting Tools” UK. Both organisations have provided consulting and assessment advice to America’s and UK's top companies including Walt Disney World, Motorola, AT&T, Acura, American Express, Toyota, etc. As the Principal Trainer to Asia, he has trained and accredited close to 600 Organisational Leaders, Heads of Departments, Human Resource Personnel, Trainers and Counsellors in using and administering the ‘The Leadership Institute of America’ DISC Personality Profile System.

Daniel's experience with psychometric assessments include DISC profiling, FIRO B, and Facet5 (Big 5 Personality Model), StressScan, Emotional Intelligence (People Index) and Thinking Styles. He not only administers the Personality assessments, but also trains and accredits others to interpret them. He is regarded as a Master Trainer who accredits organisations on the use and interpretation on both the DISC Profiling as well as Facet5. He provides advisory services to management consultants on 360 Degree Feedback instruments, and accredits organisations in the use of Career Profile Inventory, StressScan and People Index, an Emotional Intelligence instrument. He appeared “live” on radio interviews with MediaCorp Radio 93.8 “The Living Room”. His latest radio interview was on a comparative study between Western and Mainland Chinese personalities and the implications on business and personnel management. This was a research study initiated and research by Daniel and his team.

BRENDA KUA | Malaysia

Brenda Kua brings with her 20 years’ worth of experience in the field of human resources and consulting. She has worked for top companies like Canon, BASF, British American Tobacco. She holds an MBA in General Management (Australia). She is a certified Coach in Certificate IV of Workplace and Business Coaching, the 1st Australian Govt. Accredited coaching programme. Brenda is accredited in DISC & Facet5 (Big 5 Personality Model) and trained to conduct assessment centres to recruit talent for multinationals. As a Certified Human Behavioural Consultant, she has conducted numerous DISC workshops for many companies.

Brenda has a strong passion and drive to help organizations and individuals to gain deeper insights and discover potential that come from within the person and the team to achieve greater results. She had the privilege of consulting and facilitating workshops & talks with some of the world’s largest organisations in various industries ranging from Information Technology, Manufacturing, FMCG, Chemicals, Government-linked organization and others. Some of the programmes, talks and consulting experience she had delivered including, but not limited to, Performance Management System, Mentoring & Coaching Programmes, Creating Team Dynamics, Behavioural Profiling, Emotional Quotient, Effective Interpersonal Skills, Auditing of Performance Measurements, Transforming HR Role, Employees’ Climate Survey.

AN EVENT ORGANIZED BY



website: www.noesis-my.com



TESTIMONIES FROM ACCREDITED USERS

Ben Liew (HR Manager)

"It was a magnificent workshop learning to work with different DISC types. Distance didn't seem to be an issue for some as one of the attendees in my class came from another country just to attend the course! I could see the reason why, as this was indeed a very fruitful course for me. The tool could be used in many different areas of my work. One of the applications was to use it in within my career coaching for clients. Our trainer, Daniel, was able to give many real life examples to help us understand the topics better. The methodologies that he used throughout the 2 days ensured that every participant knew DISC at the back of their hand. Daniel is very focused when facilitating. He ensured that everyone had the opportunity to participate in discussions, never leaving anyone out. He was also forthcoming in sharing his knowledge and answered all our questions. Additionally, he seemed to be able to tell if someone had a question. "

Mr Jayan Warriar (Management Consultant)

"During the two days of DISC accreditation training , I learned about a number of strengths I have including strengths other types bring into a team context. I realised how complementing each other with their own strengths can lead to team performance and productivity. What seemed to be conflicts were really just different ways of approaching an issue – this insight helped me become more accommodative of team diversity. I also learned about how much have I adapted and what other ways can I adapt in order succeed in certain contexts. The gaps I discovered between my perceived self and real self were insightful – I got more clarity on why certain things turned out to be that way. The contribution of ideas from other participants were a source for my learning in addition to the facilitator. Daniel Teo, the facilitator demonstrated thorough understanding of DISC, both theory and applications. His broader experience with the world of psychometric instruments added flavour to the discussions"

Ms Christina Seet (Regional Director, Organisational Development, Jebson & Jessen, SEA Pte Ltd)

"Knowing the DISC has certainly been very useful to me, both on a work and personal level. As a trainer, it is important that I am able to communicate and engage my participants in a manner that they are responsive to. Knowing the DISC has increased my effectiveness and versatility in this aspect. As a result, my ability to connect with my audience was raised to a new and exciting level! With the DISC knowledge I am better equip to understand different behavioural inclinations and communication styles of people and, I've been able to match expectations in terms of learning and interaction preferences. This accreditation course is a must for anyone who wants a fresh insight into understanding people better!"

Supramaniam Kris (EQ Trainer, Coach, Pro-Biz India)

"The 2 days DISC Accreditation Training was a wow experience, both for me and my wife, Suann. Particularly during the concluding session - when I was able to write a one page description on the behavioural style of one of the participants, based on his graphs. I was truly amazed. Daniel is a great facilitator and possesses a well-deep knowledge and appreciation of psychometric process and instruments. He listens well and gathers the input of the participants to enhance our learning from him and from one another. I do believe we learned much those 2 days. It was a time of self-discovery, especially when I learned of my behaviour style: strengths - non-strengths - leadership style & needs. Beyond that, I was able to appreciate others in my home, the work place and in social context. How and why they behave the way they behave. This understanding will enable me to deal with conflicts that may appear in our interpersonal relationships in diverse situations. Another discovery I made is that I can learn to manage my behaviour according to the situations that I face daily."

REGISTRATION FORM

Workshop Details

PROGRAMME	Date: June 26 – 27 th 2012	Venue: Empire Hotel, Subang Jaya	Regular Fees: RM4,500.00	Early Bird Discount Deadline: 31st May 2012	Time: 9.00 am to 5.00 pm
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Fee includes programme materials, lunch and refreshments for both days

ORGANIZATION INFORMATION

PARTICIPANT INFORMATION

Organization Name		Name	
Nature of Business		Position/Division	
Address		Email	
Telephone (off)	Fax	Telephone	(off) (Mobile)
		Meal Option	<input type="checkbox"/> Vegetarian <input type="checkbox"/> Non-Vegetarian

CANCELLATION & SUBSTITUTIONS

- For guaranteed seats, full payment is required before the event.
- No cancellation if the nominated participant is not able to attend, but substitute is welcome. Please ensure the substitute participant is forwarded to us at least 5 working days prior to the event.
- NO SHOWS : No Refund/Full payment still applies

HOTEL ACCOMMODATION

- Accommodation is not included in the programme fees. Room Reservation can be made by participants directly with the hotel. To enjoy privileged room rates, please contact the Hotel directly and state that you are attending this event organized by Noesis Consulting Sdn Bhd.
- It may be necessary for reasons beyond control, to change the content, venue and timing of the event. Every effort will be made to inform the participant of the change.

REGISTER NOW!

**5% for Early Bird
Registration
10% Off the Regular
Price for groups of 2 and
more!**

Please email this form to:
crystal@noesis-my.com
or fax to 1700 810 112
or call 012 328 0694 /
1700 815 300

**Last day of Registration is
15 June 2012**

METHODS OF PAYMENT please tick [✓]

CHEQUE PAYMENT:

I enclose a cheque for
RM _____ made payable to
NOESIS CONSULTING SDN BHD

TELEGRAPHIC TRANSFER

Telegraphic Transfer :
Bank : **Hong Leong Bank**
Branch: **29, Jalan Anggerik Vanilla N31/N, Kota Kemuning, 40460
Shah Alam**
A/C No : **18900049895**
**For proof of payment, kindly fax the payment slip to:
1700 810 112**