

In Association with Target Training International, USA & Talent Metrix

Strengthen your role in your organization by learning how to truly understand behaviors and people issues impacting both your role in HR as well as your entire organization.



Applications of DISC

Finding the Right Team Member

The D.I.S.C. system has helped many companies to place the right type of people at the right job.

Building a Team

To build an effective team, it is usually good to have people of different personality types to work together, so that the team dynamics would be more all-rounded.

Leadership Development

Creating Self Awareness is a key to any form of development. Helping leaders gain valuable insights into their own behaviors patterns, strengths & limitations forms a stepping stone in creating strong leadership development plans for leaders.

Dynamic Communication & Conflict

Understanding how another colleague thinks and works can help to resolve conflicts and prevent misunderstandings. DISC creates a universal language for people to understand and work with in more effective ways than one.

Why You Cannot Miss This Event

Today HR is being increasingly challenged by stakeholders and partners to be an effective business partner, adding visible and measurable value, and proactively contributing to the growth of the business' bottom line.

In order to meet this challenge, HR professionals must have a strong and thorough understanding of people and behaviors, be comfortable in using behavioral language and be able to present convincing cases in support of any HR/Training initiatives that must be in alignment with the business' and strategic goals.

By completing this 2-day programme you will be able to truly elevate both your own role as well as HR within your organisation. This workshop covers behavioral concepts, which all HR professionals need to grasp. The workshop also focuses on how to understand and use behaviors critical to your own HR.

The workshop is very interactive, assumes no prior behavioural knowledge and aims to help you learn in a fun and exciting way involving many exercises, case studies and brainstorming to enable you to return to your organisations as a Certified Professional Behavioral Analyst using the DISC tool.

CERTIFIED PROFESSIONAL BEHAVIORAL ANALYST (CPBA)



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Who Should Attend

- Chief People Officers, Executive Directors & Directors, VPs, GMs, Heads of:
- Human resources
- Recruitment & staffing
- Compensation & benefits
- Performance evaluation
- Talent management
- Training & development
- Personnel
- Knowledge management
- Human capital



Client Speak

It has been a very professional relationship working with Seven. Always reliable, and there is a confidence that we are dealing with contemporary thoughts and approaches. I personally put Seven in a different league, in a market where there is no dearth for run off the mill consultations and training solutions. Look forward to a long association with you.

Naresh Prasad Head - Learning & Development, APC Schneider

Seven People Systems is a truly a professional organization. They give more than 100 % to any project given to them and complete it with complete enthusiasm. Working with them has been an enriching experience.

Bijal Sheth Sr. Training & HR Manager - Lakme Lever

Nikhil and his team are a bunch of great facilitators. Good Approach! Love to work with them again.

Divyangana Srivastava, AVP HR – Citrus Hotels

Very interesting session with useful real life examples. An essential session to build, motivate and manage teams.

Heather Gupta Head HR, UTV Group

Guarantee of excellent quality and value for money. Commitment level in ensuring client success and follow through

Bhaskar Bhattacharya VP - Talent and OD, Tata Sky

About Your Course Leader



Nikhil K Maini

Associate Certified Coach – ICF
Master Trainer – CPBA
Certified Professional Trainer - ASTD
MD – Seven People Systems Pvt. Ltd.

Nikhil has a passion for working with clients who want to develop their organisation and improve performance. His specialty is supporting organisations to implement cultural change through leadership development. Nikhil was born in Mumbai, India and for over 17 years he has worked for companies in the Aviation, Telecom and Financial Sectors prior to being a consultant in Human Resources.

Today, Nikhil combines the best employee development and organisation development models with sound business knowledge in more than a dozen industries.

Nikhil has extensive experience in working with C-Level Managers right through to the frontline employees of organisations. Nikhil's expertise lies in design, development, delivery and evaluation of training programs. He is a credentialed professional coach through ICF. Besides employee development, Nikhil has led large HR Consulting Assignments ranging from Talent Management, Succession Planning and Leadership/Executive Development Programs, Executive Coaching, Competency Mapping and Assessment Centres, etc.

Today, Nikhil combines the best HR and Organisation Development models with solid business acumen to support the delivery of sustainable solutions to his clients. Some of the Industry types Nikhil has worked with...

Aviation	Petroleum &	Media
Hospitality	Power	BPO & KPO
Finance and	Automobile	Consulting
Banking	Pharmaceutical	Logistics
FMCG	& Healthcare	Education
Retail	DTH	Manufacturing
Shipping	Telecom	

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Program Outline

DAY 1

Session 1:

- Session Introduction
- Certification Process
- Introduction to DISC, History and Concepts in Behaviors

Session 2:

- Defining DISC
- Defining Styles
- Construct of the DISC Profile

Session 3:

- Reading Reports
- Reading Self Graph and Emotions
- Reading Others' Graphs and Practice Session

DAY 2

Session 4:

- Coaching through GAPS
- Coaching People –Practice Sessions
- Feedback and Review

Session 5:

- Behaviour Style Match
- Blending Behaviors
- Adaptation Strategies

Session 6:

- Applications of DISC

PROGRAM FEES

INR 54,500 excluding taxes.

Name of Bank : HDFC Bank Limited,

Bank Address :The Amaltas CHS, Juhu -Versova link Road, Andheri-West, Mumbai -400053

Account: Seven People Systems Pvt. Ltd.

Current Account Number: 00192000025133

Bank SWIFT Code: HDFCINBB

Bank's IFSC Code: HDFC0000019

Bank's MICR Code: 400240009

TERMS & CONDITIONS

- The course fee is inclusive of the event proceedings, materials, refreshments and lunch. Upon the completion and receipt of the registration form a confirmation letter and invoice will be sent.
- Seven People Systems request that all payments be made within 5 working days of the invoice being issued. Please note that full payment must be received prior to the event. Only delegates that have made full payment will be admitted to the event. You may pay via, bank cheque or Electronic Funds Transfer (EFT). We will not be accepting cash, cheque or other payments at the event.
- Substitution & cancellations policy. If for some reason the delegate cannot attend they are allowed to send a substitute in their place. We welcome written notifications of all substitutions up to seven days prior to the event. No refunds will be given in case the participant cancels within 7 days of the program date.
- Seven People Systems will at all times seek to ensure that all efforts are made to adhere to meet the advertised package, however we reserve the right to postpone, cancel or move a venue without penalty or refunds. If an event is cancelled Seven People Systems will not be liable for client's airfares, hotels costs or other travel costs incurred. If force majeure were to occur Seven People Systems accepts no responsibility or liability for any loss or damage caused by events beyond their control, including, but not restricted to strikes, war, civil unrest, flight delays, or any adverse weather conditions.
- Upon receiving this signed booking form, you the client hereby consent to Seven People Systems to keep your details for the use of future marketing activities carried out by Seven People Systems and 3rd party organizations & partners.
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