

# Program Overview

- Program Content:** Five 60-90 minute modules and two optional activities with leader's guides, presentation slides with embedded video, and participant handouts that support the 23-page *Everything DiSC® Work of Leaders™ Profile*.
- Program Description:** Based on best practices, *Everything DiSC Work of Leaders* connects to real-world demands, generating powerful conversations that provide a clear path for action.

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## MODULE 1: INTRODUCTION TO THE WORK OF LEADERS

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**Length:** 60-70 minutes

**Activities:**

- Individual
- Small Group
- Large Group

**Materials:**

- Handout 1.1
- *Everything DiSC Work of Leaders Profile* pp. 2-7
- Work of Leaders Posters WOL-1 and WOL-2
- Post-it® Notes

**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.

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## MODULE 2: VISION

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**Length:** 75-90 minutes

**Activities:**

- Individual
- Partner
- Small Group
- Large Group

**Materials:**

- Handout 2.1
- Handout 2.2
- *Everything DiSC® Work of Leaders™ Profile* pp. 8-11
- Testing Assumptions flipcharts
- Flipchart and markers

**Goals:**

- Learn 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 the defining 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, then break into groups to discuss the advantages and disadvantages of their tendencies in this area.

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## MODULE 3: ALIGNMENT

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**Length:** 80-90 minutes

**Activities:**

- Individual
- Partner
- Small Group

**Materials:**

- Handout 3.1
- Handout 3.2
- *Everything DiSC Work of Leaders Profile* pp. 12-15
- Flipchart and markers

**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.

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## MODULE 4: EXECUTION

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**Length:** 60-75 minutes

**Activities:**

- Individual
- Partner
- Small Group
- Large Group

**Materials:**

- Handout 4.1
- Handout 4.2
- Handout 4.3
- *Everything DiSC® Work of Leaders™ Profile* pp. 16-19

**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 a 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.

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## MODULE 5: ACTION PLANNING

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**Length:** 60-75 minutes

**Activities:**

- Individual
- Partner
- Large Group

**Materials:**

- Handout 5.1
- Handout 5.2
- *Everything DiSC Work of Leaders Profile* pp. 20-23
- Work of Leaders Posters WOL-3, WOL-4, and WOL-5
- Green and orange sticker dots (or any two distinct colors)

**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, 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.

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### OPTIONAL ACTIVITY: COMPARISON REPORT

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**Length:** 10 minutes

**Activities:**

- Large Group

**Materials:**

- Sample *Everything DiSC Comparison Report*

**Goals:**

- Learn about the *Everything DiSC® Comparison Report* and how it can help people improve their relationships with others.
- Discover a new way to apply DiSC® immediately and use it in your organization.

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### OPTIONAL ACTIVITY: DISCOVERING DiSC®

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**Length:** 30 minutes

**Activities:**

- Small Group
- Large Group

**Materials:**

- Discovering DiSC posters
- Flipchart and markers

**Goals:**

- Learn about the DiSC model and the Everything DiSC Leadership Map.
- Identify your style and explore the priorities that drive you as a leader.
- Discover the similarities and differences among the DiSC styles.

**Activity Description:**

Participants walk through the framework of the DiSC model.