

HUMAN-CENTERED LEADERSHIP

Conscious Leadership Workshop

Elevate your business by developing conscious leadership competencies within your leadership team. Equip your leadership team with the skills and insights needed to **cultivate a people-centered culture** that drives success and engagement while fostering a deeper understanding of individual behaviours and working styles, essential for teamwork and exceptional results.

Conscious Leadership through Self Awareness

Conscious leaders lead with self-awareness, recognising their behavioural and communication preferences, as well as when they may overplay their strengths. These insights provide leaders with opportunities to explore alternative responses and strategies, leading to greater team cohesion and connection.

Leadership: The Business of People

At its core, leadership is fundamentally about people. Teams consist of diverse individuals, each bringing unique strengths and working styles. By leveraging the DISC framework, leaders can gain deeper insights into their team members, allowing them to tailor their interactions for improved motivation, communication, connection, collaboration, and empathy. This understanding fosters a more cohesive and engaged team environment.

Creating a Vision for Success

Your leaders will embark on a transformative journey using the acclaimed 'Emotional Culture Deck' to define an emotional culture that fosters both team and business success. We will explore the critical role emotions play in shaping culture and high performance while collaboratively developing a human-centered cultural canvas.



Enhance levels of self awareness



Improve team work and collaboration



Increase leadership and managerial capability



Build a culture by design rather than leaving it to default



Aquire strategies to empower effective interaction with all people

WORKSHOP SCHEDULE

This workshop is divided into two parts: the foundational day, which fosters self-awareness and effective leadership practices, and the social awareness session, which provides practical tools and strategies to enhance interpersonal skills and team dynamics

Day One: Self Awareness (5 hours)

In this workshop, we will:

- Define 'Conscious Leadership' and the differences between leading and managing
- Explain the concept of 'leading above the line'
- Introduce the DISC Model and help participants identify their positions within it
- Highlight the behavioural preferences of each DISC type and recognising these traits within your team
- Identify your own leadership strengths and discuss strategies to maximise them
- Encourage a culture of accountability by giving team members permission to call you out
- Explore alternative approaches to adapt your leadership style for more effective communication and motivation within your team

Day Two: Building Social Awareness (5 hours)

In this session, we will:

- Explore how we collectively want our team to feel and not feel at work
- Identify actions, rituals, and behaviours that will help cultivate the desired culture
- Create a draft Human-Centred Leadership Canvas that outlines our collective vision for leading our people moving forward
- Define individual commitments and actions with each member taking on specific responsibilities to help achieve our vision
- Coach you on delivering feedback that empowers your team, with hands-on practice using our five-step motivational
- Discuss key considerations for providing robust, constructive developmental feedback
- Create a personalised leadership action plan



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The DISC Edge

To build self and social awareness we utilise the DISC behavioural profiling tool - the world's #1 behavioural assessment, taken by millions of people every year and estimated to be in use by 75% of Fortune 500 companies.

DISC is a very simple yet powerful four-quadrant framework used to articulate the common ways that all human beings **tend to behave and communicate**.

DISC not only gives you an understanding of how you are perceived by others, it also gives you a neutral language to discuss your behaviour, communication, style of working and reactions. It is the ultimate mirror on the wall that explains what everyone else can see: the surface level of how you behave and communicate.

This DISC assessment also provides a neutral language to discuss individual differences so we can adjust our response for the best impact.

Our sophisticated report writing algorithm creates a customised comprehensive 25 page report for each individual and includes (click [here](#) to see a sample report). Each report includes:



- Graphs illustrating behavioural style
- Explanation of general characteristics and value to the organisation
- Communication tips for managers, teams and individual contributors
- Areas for awareness to support sales, service, leadership and team building among others

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Workshop Benefits

Here are some of the advantages your leaders and the business will experience by participating in this workshop:

- Provides your leadership team with the opportunity to further refine their leadership style and more effectively lead a motivated, engaged team
- Brings the leadership team together to connect and learn more about each other
- Creates commitment to actions and accountability as a team
- Provides a common language (DISC language) to support powerful communication and opportunity to use the language when discussing team members, customers and shareholders
- Enables greater levels of customer service
- Provides a safe platform to pause, reflect, open up, share and learnt
- An opportunity to learn about yourself on a deeper level. Reflect on your core motivations, blind spots, communication patterns, listening filters and style of relating to others
- Shows the team you care about them and are committed to their development
- Provides a day out from business as usual
- Builds retention and enhances engagement



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Testimonials

"After saying how much I dislike and struggle with confrontation in the workshop I had a confrontational moment with a team member the following week. The tools I learned definitely helped me in this situation even though I was extremely uncomfortable. I had already identified this person's DISC style, which gave me a better understanding on why they were behaving in this way. I was then able to adapt my communication style to suit. I was able to mediate and diffuse the situation to move forward and offer support where needed using my High S abilities"

Deirdre Weatherell

ADMINISTRATOR KITCHEN THINGS

"Amazing workshop. Thank you so much. You are amazing. I would definitely recommend this to other workplaces"

Matthew Weatherell

GENERAL MANAGER | KITCHEN THINGS

"On behalf of the Team I would like to thank you for a great workshop. We all enjoyed the topic as well as the delivery and have learned a lot about ourselves as well as others in the team. I am sure we will all benefit from it in years to come"

Zhan Spalding

GROUP EXECUTIVE MANAGER | SKYCITY ENTERTAINMENT

"Everyone had so much fun, so thank you for making it enjoyable as well as interesting and spooky at times. I still can't get over the accuracy of my report."

Karen Gwilliam

MANAGEMENT ASSISTANT | BSH HOME APPLIANCES LTD

"Jo, you are a fantastic person/tutor/presenter and your presentation was great."

Nigel Ryan

FIELD SERVICE MANAGER | BSH HOME APPLIANCES

"Thank you for running the Disc Workshop, the session was fun and enlightening and the team really got value out of the day."

Andrew Houwniet

SURVEILLANCE DEV MGR - GROUP | SKYCITY ENTERTAINMENT GROUP