



DISC
OVERING

DiSC[®] CERTIFICATION PROGRAM

Consultant certification
Trainer certification

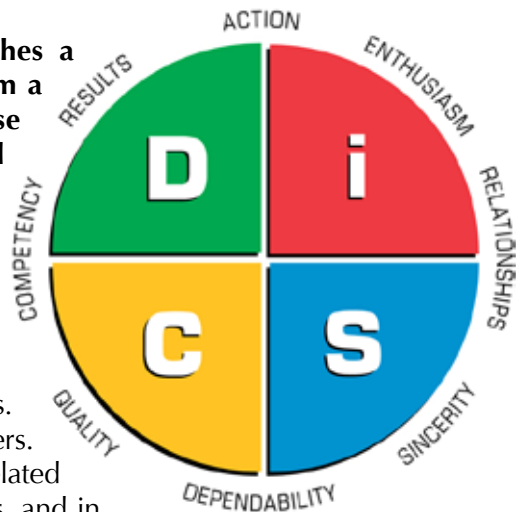
5 BCT QUALIFICATION

Five Behaviors of a Cohesive Team[®] Qualification

DiSC® CERTIFICATION PROGRAM

Human insight is often cited as the skill that distinguishes a good manager from an average one, a great salesman from a mediocre salesman and a likeable person from one whose company we avoid. The key phrase is **psychological understanding**, which leads the way to **situation-adapted behaviour** – behaviour that is oriented as much towards the other person as towards oneself.

The DiSC® model describes a person's behaviour and explains why we act as we do in various situations. Understanding the DiSC model and our own DiSC style enhances our self-insight and increases our opportunities of functioning well with others. Enhanced self-insight also leads to enhanced insight in others. This insight is valuable in everyday situations, both in work-related contexts, i.e. as managers, salesmen, employees or colleagues, and in our personal relationships.



DiSC® Circle (colour) Model

DiSC Certification

The DiSC Certification provides you with credentials that demonstrate your in-depth understanding of DiSC, the DiSC solutions and its applications. It ensures that you are grounded in the newest DiSC research and provides a way for you to demonstrate your commitment to excellence and innovation.

Knowing you have a complete understanding of DiSC, you will be able to deliver:

- your own DiSC coaching and consulting sessions
- your own DiSC training and facilitated interventions

“Rather than judging a person we do not understand, we can learn how to deal with that person.”

STEPS TO CERTIFICATION

STEP 0 Select the certification level adapted to your goals and roles

A. DiSC Certified Consultant - “one-to-one” sessions: recruiters, career developers, coaches, HR Business Partners, ...

And / Or **B1.** DiSC Certified Trainer - “one-to-many” interventions: instructors, facilitators, team coaches, motivational speakers, ...

B2. 5BCT Qualification – “one-to-many” team-building (see data sheet)

STEP 1 Register for the next certification event

STEP 2 Complete pre-work and set up prior to event

STEP 3 Attend

A. Day 1 Certification for consultants

And / Or **B1.** Day 2 AM Certification for trainers

B2. Day 2 PM Qualification for 5 BCT trainers (see separate brochure)

STEP 4 Complete post-work exercises, questionnaires and phone follow-up

STEP 5 Receive your Discovering / Wiley Certificate



DiSC® Graph Model

GOALS AND OUTCOMES

A. DiSC® Certified Consultants - DAY 1

- Understand my own personal profile
- Discover the wide powerful range of DiSC® instruments: theories, validity and reliability, 360 profiles, graphs and dots representations, ...
- Apply DiSC as a recruiter, coach, career developer or HR Business Partner
- Access and select more than 10 different profiles for my “one-to-one” sessions
- Use and manage my personalised WEB subaccount (EPIC) to generate my own customer profiles
- Learn how to benefit from DiSC to increase my (internal) customer satisfaction and loyalty
- Receive 25 free EPIC credits

B1. DiSC® Certified Trainers - DAY 2 AM

Prerequisite: day 1 certification

- Create focused, effective DiSC based training solutions
- Learn which DiSC tool works best for desired outcomes
- Discover how to combine DiSC resources for better results
- Receive 25 free EPIC credits
- Get ~ 200 pages of resources

(see “Everything DiSC” data sheet enclosed)

B2. Qualified 5 BCT – DAY 2 PM

Prerequisite: day 1 certification

- Learn how to facilitate the teambuilding seminar
- Learn how to use participants’ profile and annotated team report
- Discover how to use the facilitation box
- Get a facilitation guide ~ 150 pages binder of resources

(see “The Five Behaviors of a Cohesive Team” data sheet enclosed)

CERTIFICATION AGENDA

DAY 1 AM

- The DiSC Model (W. M. Marston) historical background & psychometric researches
- The DiSC Model in consulting interventions
- The 14 “one-to-one” solutions and profiles
- Using DiSC resources in recruitment sessions

DAY 1 PM

- Using DiSC resources in coaching sessions
- Using DiSC resources in career development sessions
- Using DiSC resources as a consultant or HR Business Partner
- The EPIC Platform

DAY 2 AM – DiSC Certified trainers

- The DiSC Model in training interventions
- The “one-to-many” solutions and profiles
- The DiSC Classic Facilitation Systems 1.5e *
- How to craft and develop standard or customised interventions
- The Everything DiSC solutions: **
 - Workplace, Management, Sales
- How to develop a profitable training business or a training centre?

DAY 2 PM – 5 BCT Qualification

- The implementation material
- The 5 BCT facilitation, modules, and extra tools
- The EPIC easy processing

*** The DiSC® Classic Facilitation Systems 1.5e includes:**

- Extensive guide of course 14 outlines & modules, (conflict, interpersonal, team...)
- Video (1 hour, 68 selectable segments),
- DiSC® Classic DVD subtitles in 18 languages
- Slides (more than 250 PowerPoint® slides)
- QuikDiSC® Game Cards
- 10 DiSC Classic People-Reading Guides

**** The Everything DiSC® Sales/Management/ Workplace/Work of Leaders Facilitation Materials include:**

- Leader's Guide in MS Word
- PowerPoint with embedded video
- Stand-alone, menu-driven video
- Participant handouts in MS Word Templates and images
- Sample Everything DiSC Profile
- Sample Everything DiSC Comparison Report
- Online resources and research
- Everything DiSC Guides



DiSC® Classic Facilitation System 1.5e materials

ABOUT DISCOVERING

Discovering Belgium-Luxemburg is a Wiley Authorised Distributor. We are leaders and specialised in People Skills Solutions. Our main focus lays in the certification of DiSC based solutions. Our mission is to provide to consultants & facilitators simple and easy DiSC tools for complex Human Resources development opportunities. Based on DiSC model, and the Five Behaviors of a Cohesive Team from Patrick Lencioni, these solutions & services are affordable & available for all purposes related to social styles & behavioral preferences. Training, coaching, selection & recruitment, assessment, career development, and many other Human Resources activities are becoming more efficient & forceful with the use of DiSC solutions.

ABOUT WILEY

Wiley is the international scientific, technical, medical, and scholarly publishing business of John Wiley & Sons, with strengths in every major academic and professional field and partnerships with many of the world's leading societies. Wiley publishes nearly 1,500 peer-review journals and over 1,500 new books annually in print and online, as well as databases, major reference works and laboratory protocols. Highly respected, global Wiley WLS brands include Everything DiSC®, and The Five Behaviors of a Cohesive Team by best-selling author Patrick Lencioni.



Discovering Event Certification Registration

Please complete the registration form (one form per participant) and return by email at info@discovering.be

Participant Name:

Company Name:

Function:

Email:

Phone Number:

Mobile Number:

Address:

VAT number:

PO number (if applicable):

Date:

Signature:

Will participate in the - *please indicate your choice* :

- DiSC Ambassador** Qualification
Date on demand
495 € per participant (VAT excl)
- DiSC Consultant** Certification (9:00 – 17:00)
Brussels – September 16, 2019
1450 € per participant (VAT excl)
- DiSC Trainer** Certification* (9:00 – 12:30)
Prerequisite: DiSC Consultant Certification
Brussels – September 17, 2019
575 € per participant (VAT excl)
- Five Behaviors of a Cohesive Team®** Qualification* (13:30 – 17:00)
Prerequisite: DiSC Consultant Certification
Brussels – September 17, 2019
750 € per participant (VAT excl)

* The session does not include the Facilitator Material. Trainer's facilitation package has to be ordered separately based on your intervention fields.

Registration Information & Cancellation conditions: The event will be confirmed 3 weeks prior to the event in writing by mail by Discovering. As soon as the date is confirmed, the following cancellations will be applied: 50% in case of cancellation or 100% in case of no-show. All our events are delivered in English / French / Dutch depending on the audience. General sales conditions are applicable and obtainable upon request. date is confirmed, the following cancellations will be applied: 50% in case of cancellation or 100% in case of no-show. All our events are delivered in English / French / Dutch depending on the audience. General sales conditions are applicable and obtainable upon request.