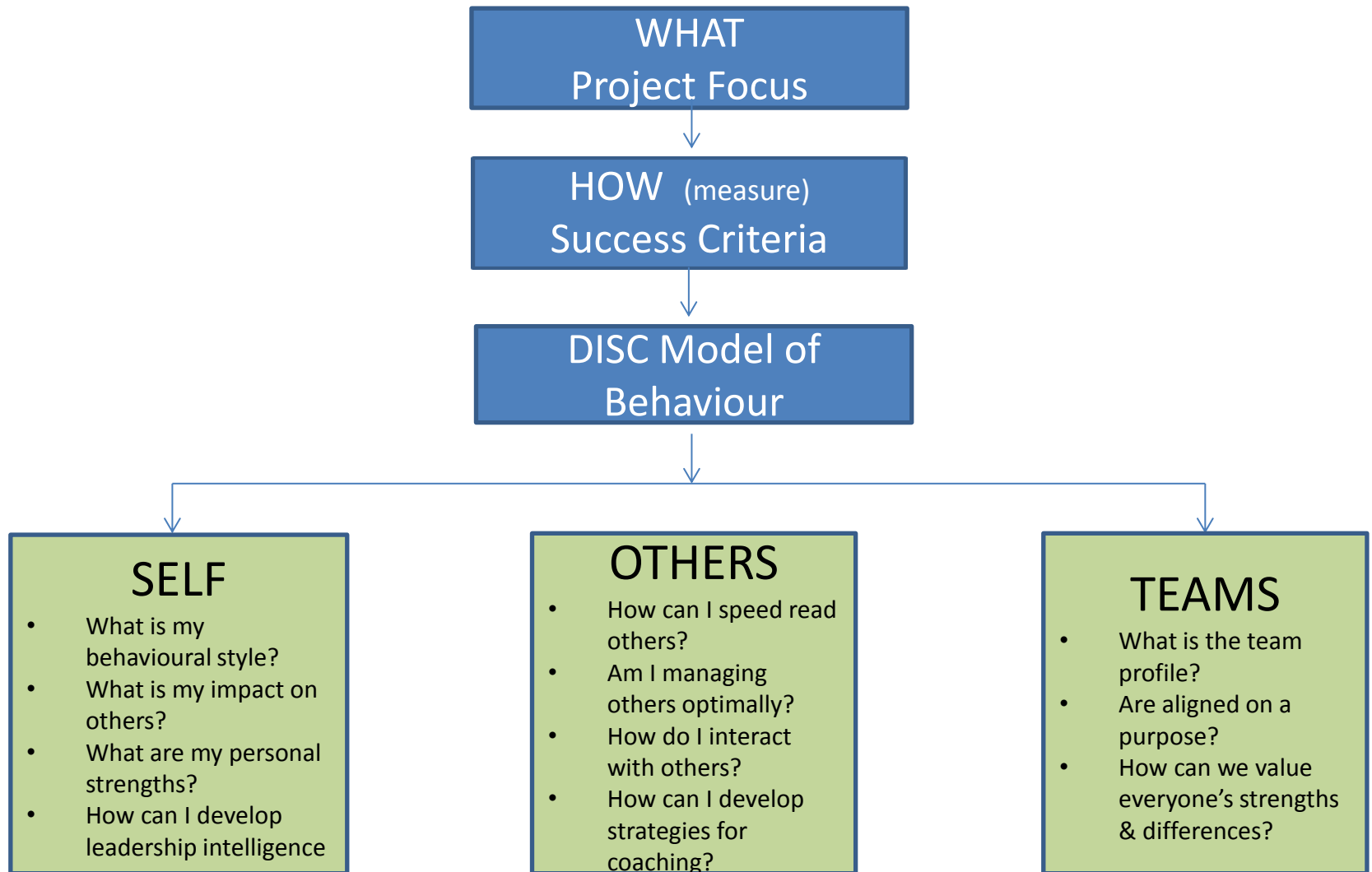


Project Team Dynamics & DISC

Objectives of the Session

- How do you communicate?
- How are you being perceived?
- Understanding effective management tools

ALIGNING TEAMS WITH PROJECT FOCUS





DOMINANCE – INFLUENCE – STEADINESS – COMPLIANCE

DISC

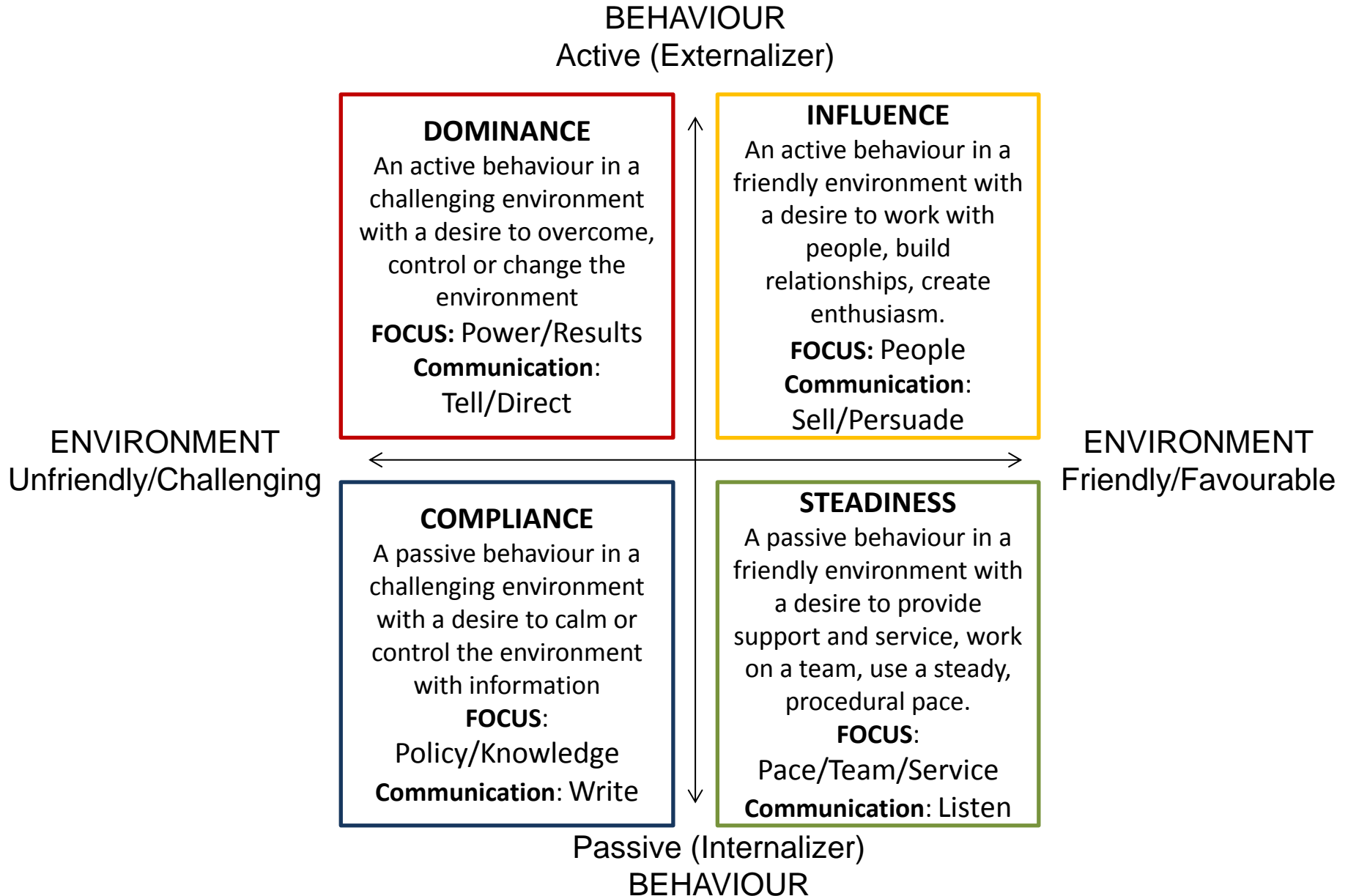
Descriptive Words

Dominance	Influence	Steadiness	Compliance
<ul style="list-style-type: none"> • Assertive • Competitive • Direct • Driving • Forceful • Inquisitive • Self-Starter 	<ul style="list-style-type: none"> • Communicative • Friendly • Influential • Persuasive • Positive • Verbal 	<ul style="list-style-type: none"> • Amiable • Deliberate • Dependable • Good Listener • Kind • Persistent 	<ul style="list-style-type: none"> • Accurate • Careful • Compliant • Logical • Perfectionist • Precise
LOW		FACTORS	
<ul style="list-style-type: none"> • Consultative • Non-demanding • Cautious • Conservative • Mild 	<ul style="list-style-type: none"> • Probing • Reflective • Serious • Factual • Logical 	<ul style="list-style-type: none"> • Active • Alert • Demonstrative • Mobile • Restless 	<ul style="list-style-type: none"> • Firm • Independent • Persistent • Strong-willed • Stubborn

DISC Model

	Dominance	Influence	Steadiness	Compliance
Focus	<ul style="list-style-type: none"> • Power 	<ul style="list-style-type: none"> • People 	<ul style="list-style-type: none"> • Pace 	<ul style="list-style-type: none"> • Policy
Communication Style	<ul style="list-style-type: none"> • Tell 	<ul style="list-style-type: none"> • Sell 	<ul style="list-style-type: none"> • Listen 	<ul style="list-style-type: none"> • Write
Motivators	<ul style="list-style-type: none"> • Tangible Goals 	<ul style="list-style-type: none"> • Recognition 	<ul style="list-style-type: none"> • Security • Inclusion 	<ul style="list-style-type: none"> • Policy & Information
Fears	<ul style="list-style-type: none"> • Failure 	<ul style="list-style-type: none"> • Rejection 	<ul style="list-style-type: none"> • Insecurity • Exclusion 	<ul style="list-style-type: none"> • Conflict • Chaos
Questions	<ul style="list-style-type: none"> • What 	<ul style="list-style-type: none"> • Who 	<ul style="list-style-type: none"> • Why 	<ul style="list-style-type: none"> • How
Leadership Style	<ul style="list-style-type: none"> • Authoritarian 	<ul style="list-style-type: none"> • Democratic 	<ul style="list-style-type: none"> • Procedural 	<ul style="list-style-type: none"> • Knowledge-based

Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Anna Andrejew	Greg Langham	Branko Marovic	Daniela Costantino	Dr. Faisal Mansoor	John Constance Nmele
George Kamau	Federica Bertacchini	Ricardo Triana	Jorge Berges	Magdalena Wos	Marija Bateman
Setara Hassan	Armen Harutyunyan		Stephen Eric Lawson	Clara Rudholm	Thorsten Herberger
Mohammad Imam Alimi	Uriel Heskia	Nieves Molina - Clemente	Jaime Olmos	Talab Shahatit	Pape Sy
Ted Janis	Marlene Dupouy	Humberto Gore Bollo	Ambreen Rizvi	Jorge Berges	Sheila Black
Giuseppe Russo	David Nicholas Terpstra	Wolfgang Aigner	Renato Correggia	Sevda Nilsson	Philippe Renard
		Famara Sanyang	Jose Mauricio Pineda		



EXERCISE

Get into your planning groups:

Scenario: You have been asked by your Supervisor to take the lead on a project that will take up 50% of your time over the next month. You will not be able to dedicate the adequate resources to the project, due to your current workload. You want to re-negotiate your involvement.

Your Supervisor is a HIGH ____

Using the guide, how will you negotiate this conversation?

Remember to refer to your How-To Guide on “Interacting with Others

How can we use this with our partners?

How can we use this with our teams?

Understand how you communicate and use it as a tool to better communicate with others.

Acknowledge that everyone has a different method of communication and pay close attention to how your message is being received.

EFFECTIVE MANAGEMENT TOOLS

One on Ones

What: Encourage Relationships
How: Regular Communication



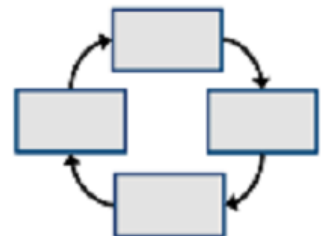
Feedback

What: Encourage Effective Behavior
How: Regular Performance Communication



Coaching

What: Encourage Improved Effectiveness
How: Regular Goal Oriented Communication



ONE on ONES

Use your Speed-Reading Guide to assess your team

	KNOW	YOUR	TEAM	!!!
Focus	<ul style="list-style-type: none"> Power – make them feel important 	<ul style="list-style-type: none"> People – Give them an opportunity to interact with others 	<ul style="list-style-type: none"> Pace – Do not rush them 	<ul style="list-style-type: none"> Policy – Enjoy the details
Communication Style	<ul style="list-style-type: none"> Tell – They can help direct & delegate 	<ul style="list-style-type: none"> Sell – They are the best at convincing others 	<ul style="list-style-type: none"> Listen – They will pay close attention to the needs of others 	<ul style="list-style-type: none"> Write – Your best asset in details & documentation
Motivators	<ul style="list-style-type: none"> Tangible Goals- Completed project 	<ul style="list-style-type: none"> Recognition – Visible project 	<ul style="list-style-type: none"> Security Inclusion – Part of a successful Team 	<ul style="list-style-type: none"> Policy & Information – Done accurately!
Fears	<ul style="list-style-type: none"> Failure 	<ul style="list-style-type: none"> Rejection 	<ul style="list-style-type: none"> Insecurity Exclusion 	<ul style="list-style-type: none"> Conflict Chaos
Questions	<ul style="list-style-type: none"> What do you need from me? 	<ul style="list-style-type: none"> Who is involved in this project? 	<ul style="list-style-type: none"> Why am I doing this? 	<ul style="list-style-type: none"> How do we complete this task?
Leadership Style	<ul style="list-style-type: none"> Authoritarian 	<ul style="list-style-type: none"> Democratic 	<ul style="list-style-type: none"> Procedural 	<ul style="list-style-type: none"> Knowledge-based

EXERCISE

Get into your planning groups:

Scenario: One of your direct reports has indicated that they are seeking more challenging work. You have hesitated to assign this type of work, because you have noticed errors in some very analytical reports they have submitted to you.

Using the one-on-one guide, how will you communicate this?

Remember to refer to your How-To Guide on “Interacting with Others & One-on-One Guide

QUESTIONS

