



Working with DiSC[®]

**STRENGTHENING TEAMS.
EMPOWERING LEADERS.**

**HOW
ARDCO**
RECRUIT • DEVELOP • LEAD

EVERYTHING **DiSC**
A Wiley Brand
ACCREDITED FACILITATOR • AUSTRALIA



With your DiSC® one-to-one meeting, online session or group workshop, you will learn strategies and techniques to better understand yourself and the people around you.



Master the technique of working easily with others

Wouldn't it be nice if working with people was just a little bit easier (if not a lot!)? What if managing people was a little easier? Or leading an entire team or business?

Many of the everyday challenges our clients experience with managing people come from simple misunderstandings. We tend to see situations, problems and solutions from our own particular point of view. It's natural to do so; that's how we are wired as humans. We understand that people don't always see eye to eye with each other, and yet we tend to forget that each situation can be seen from multiple perspectives, not just our own, and that each problem doesn't have just one solution

Bridge the communication gap

The challenge is, we are not all equipped with the skills, experience or tools to deal effectively with the myriad of people issues that arise every day. If mishandled or avoided, these people issues can easily escalate and become bigger problems. Problems that can side-track or derail a team.

That's where Working with DiSC® can make your work life (and home life!) that little bit or a lot easier.

At Howardco we understand the business challenges of working with and managing people. In fact, it is what we do best. We love helping business owners and leaders build successful teams and get the best out their people. As experienced and accredited Everything DiSC®® facilitators we have the tools to help you make the job of managing people a lot easier.

Adopt a new perspective

In a busy workplace, when we are so focussed on actions and results, we often forget that each individual is viewing and approaching things differently. Sometimes these differences can be small and easy to deal with, but often we find ourselves on a completely different page to others, leading to disagreements and tension.

Working with DiSC® provides that simple reminder to pause and think about how to get the best outcomes for everyone, and how to keep everyone on the same page.

DiSC® helps you to realise that every person is seeing things from a different perspective.

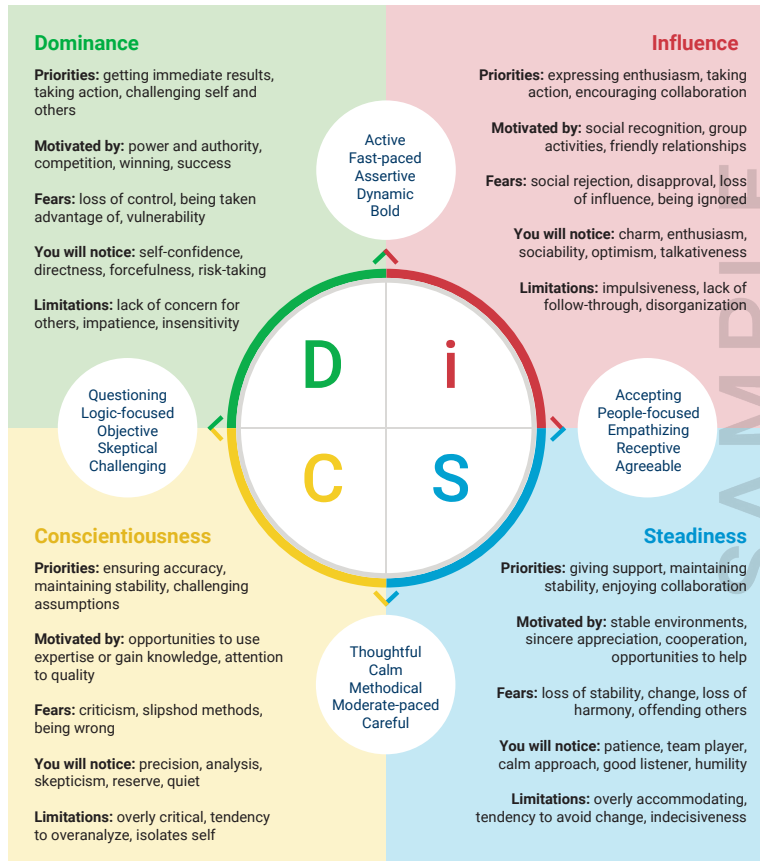
Enhance emotional intelligence

DiSC® is much more than a communication tool. It enhances our awareness of our natural behaviours, enabling us to work more empathetically with others, thus boosting our emotional intelligence .

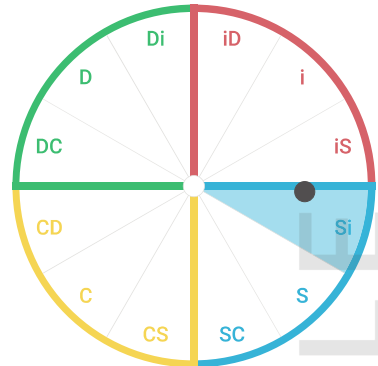
DiSC® is about understanding and, embracing, who you are and recognising there isn't a right or wrong, or better or worse kind of person. We're all simply different and we need to learn how to embrace and harness our differences. This promotes greater harmony for people, especially when working in teams.

With your DiSC® report you will unlock the reasons why some people get along and with others it's a bit more challenging!

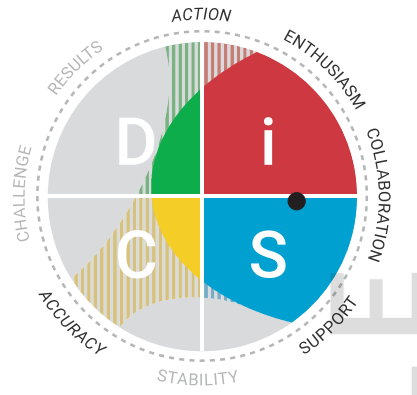
The below images are taken from our sample DiSC® report, to view the full 20 sample report head to www.howardco.com.au/disc-sample or we can email you one.



A snapshot of the four basic DiSC® styles



Your dot defines your unique DiSC® style



Your unique shading goes into more detail about your style

What is Everything DiSC®?

Everything DiSC® is a world leading personal development tool for improving workplace performance and relationships. DiSC® provides you with insightful information to help you better understand yourself and others by measuring your workstyle behaviours and preferences according to the DiSC® model. It is highly accurate, and above all, simple and easy to use.

Because of its versatility and practical nature, we have been using Everything DiSC® as our primary tool to improve workplaces, teams and individuals. Our clients rave about DiSC® and keep coming back to use it time and again.

Working with DiSC® can help you:

- Improve management skills
- Communicate better with others
- Enhance emotional intelligence
- Build a high performing team
- Confidently deal with conflict
- Improve team dynamics
- Develop leadership skills
- Enhance sales and service effectiveness

Get started Working with DiSC®

Regardless of whether you are a leader or manager, a busy sales professional, a team who needs to work more collaboratively, or an employee wanting to work better with others, DiSC® can provide everyone with the skills to make working with others easier and more effective.

There are many ways to get started with DiSC® depending on your needs. We can provide one-on-one coaching, team development and facilitated workshops. The simplest first step is to try DiSC® yourself. Once you have experienced how powerful the tool can be for an individual, you'll understand how it can apply to your workplace and your team.

“WE DON'T SEE THINGS AS THEY ARE; WE SEE THEM AS WE ARE”

- Anais Nin

Meet your accredited DiSC® facilitators...



Warren Howard

As Director of Howardco Business and HR Solutions and Licensed Member of the National HR Coach Network, Warren is an experienced executive and consultant with over 30 years' experience in building successful teams.

Warren aligns business strategy with the management of people and as an experienced change agent loves nothing better than working with his clients to achieve consistent and outstanding results. Warren is an accredited and experienced DiSC® Facilitator. His passion is helping great teams grow and developing leaders to run successful, profitable businesses.



Lauren Ayers

As a Senior HR and Recruitment Consultant with Howardco, Lauren has over 20 years' experience working in business - including family businesses, business coaching, and people and culture.

Lauren was formerly CEO of Integro, specialising in DiSC profiles and programs to improve workplace communication, build team effectiveness and harness leadership capabilities. Lauren now shares her skills as an HR consultant helping people to fulfill their life's work and fostering incredible business environments.



Shelly Harris

As a Senior HR and Recruitment Consultant at Howardco, Shelly has over 20 years' experience in HR, learning & development and recruitment and brings a highly developed business strategy approach to her clients' work.

Shelly's passion is people, she partners with organisations to develop their teams, human resource processes and management capability. Shelly is an accredited DiSC facilitator for team and individual development. Shelly helps her clients successfully drive organisational performance to maximise productivity and growth.

OUR GREATEST SATISFACTION COMES FROM SEEING PEOPLE THRIVE IN A POSITIVE AND SUCCESSFUL TEAM ENVIRONMENT.

Testimonials

"I just wanted to thank you for the fantastic day that your team organised for our business last week. It was a ripper. From a team building perspective it was fantastic. The DiSC® profiles worked really well and we're still talking about them now which is the mark of effective training and I'm going to follow it up as well in the coming weeks and months. It was a great activity".

Michael Grose. Managing Director - Parenting Ideas

"Thank you, the workshop has exceeded my expectations. You have showed me that there's no right or wrong answer to whether you should be a tough manager or a kind one. You've showed me that people can lead with different styles. Knowing how to communicate with team members with different styles and also understanding how to manage up will help me a lot in my career."

Elsa Shao. Procurement & Planning Manager. Sleepcorp.

"The work we did with DiSC® was incredibly eye-opening and accurate and Warren remains a trusted and enthusiastic advisor who I would be happy to recommend to anyone. Equally, I recommend the DiSC® process itself to people wanting to hone their leadership skills and foster positive change." *Jane Libbis. Lawyer - CE Family Lawyers*

Contact us today and get an Everything DiSC® program working for your organisation!

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