

EVERYTHING
363® FOR LEADERS



INTRODUCING A NEW KIND OF 360!

Finally, a 360 for DiSC® users. But *Everything DiSC 363® for Leaders* isn't just any 360. It combines the best of 360s with the simplicity and power of DiSC, plus three strategies for improving leadership effectiveness. The result is a 360 experience that's more productive and satisfying.

SO HOW IS 363 DIFFERENT?

First, we took the sting out of 360 feedback.

For many leaders, 360s can be a frustrating experience. At best, open-ended comments can be unfocused and unhelpful. At worst, they're a way to anonymously take a jab at a colleague. And ultimately, they can even derail the learning process.

With our exclusive **selectable comments feature, CommentSmart**, raters can give focused, balanced, constructive feedback—that the leader can actually use. This time-saving option allows raters to expand on their ratings by choosing from a list of highly-tested comments.

Then, we just made it easier to understand and use.

Everything DiSC 363 for Leaders isn't a collection of dry spreadsheets and charts without any explanation or story. Instead, it combines **clear visuals and a conversational narrative style** to interpret and explain the data, making the report easy to understand and use.

And finally, we answered the "Now what?"

With a lot of 360s, the leader's response can be, "Now what?" *Everything DiSC 363 for Leaders* answers that question by giving leaders their next steps with **the three things they can focus on now**—strategies to improve their leadership effectiveness that can be put into action immediately.

WILEY

THE PROFILE

- 22+ pages all about the leader
- All-new, research-validated model
- Intuitive, easy-to-read visuals
- Rich cuts of data and feedback breakdowns
- Comprehensive listing of rater comments
- Three strategies for improving effectiveness

RATERS

Leaders can have unlimited raters in the following groups:

- Direct Reports
- Peers
- Manager
- Others

COMMENTSMART

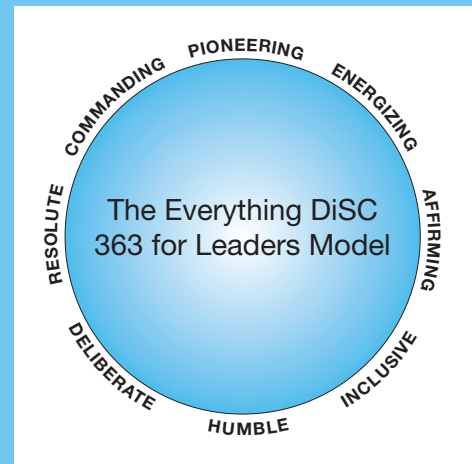
Save time and reduce stress with CommentSmart, our innovative selectable comments feature that allows raters to choose from highly-tested, behavior-focused comments to give more richness, context, and depth to their feedback—without the potential for snide remarks.

WORKFLOW RESOURCES AND COMMUNICATION TEMPLATES

A variety of resources are available to help you get Everything DiSC 363® for Leaders up and running in your organization—all at no additional charge! Visit www.363forleaders.com for:

- Communication templates
- The *Everything DiSC 363 Coaching Supplement*
- Narrated video tutorials
- The white paper *How Everything DiSC 363 for Leaders Fits into Contemporary Leadership Theory*

All of the resources were designed to help you easily navigate the five program phases: Set-up, Communication, Assessment, Coaching, and Wrap-Up.



CommentSmart Example

Everything DiSC 363® for Leaders for Jon Smith

Part 2

Please answer the following question about Jon Smith.

Do you think he needs to be more active about finding new opportunities for the group?

- Yes, a lot more
- Yes, a little more
- No

Select additional comments below:

- His passion for finding new opportunities encourages the rest of us to show initiative.
- He already does a good job of finding new opportunities.
- I think we have plenty of opportunities and he needs to focus more on getting things done.
- Although he doesn't focus on this area, I don't think that's part of his current role.
- No comment



To purchase assessments, or for more information
contact: Belmont Business Consulting
info@Leadership.Guru or Call (702) 674-9150

BRING OUT THE BEST IN EACH EMPLOYEE.

Everything DiSC[®] Management is classroom training that uses online pre-work, engaging facilitation with contemporary video, and online follow-up to create a personalized learning experience.

Using a research-validated learning model, participants recognize and understand the styles of the people they manage.

The result is managers who adapt their styles to manage more effectively.

EVERYTHING DiSC MANAGEMENT FOCUSES ON:

- Your DiSC Management Style
- Directing and Delegating
- Motivation
- Developing Others
- Working with Your Manager

Participants learn about their strengths and challenges as managers and how to adapt to meet the needs of the people they manage—making them more effective managers.

EXCITING FOLLOW-UP TOOLS

Everything DiSC Comparison Reports:

Follow-up reports that can be created for any two participants to illustrate their similarities and differences. You can even create reports between *Everything DiSC Management* and *Everything DiSC Workplace[®]* participants. And participants get unlimited access—at no additional charge.

Everything DiSC Facilitator Report:

Provides a composite of your group's DiSC styles and information on how DiSC styles can impact your organization's culture. Includes the names and styles of each participant. Sold separately.

Everything DiSC Group Culture Report:

Helps you determine the group's DiSC culture, explore its advantages and disadvantages, discuss its effect on group members, and examine its influence on decision making and risk taking. Sold separately.

THE PROFILE

In-depth: Research-validated online assessment with 26-page management-specific profile helps managers understand themselves, their employees, and their boss.

Each participant will complete an online assessment prior to workshop. Results will be shared during the workshop. Client will be given the Team Profile, which includes insights for how the team interacts to take with them.

THE FACILITATION

Workshop length can be adjusted to meet the clients needs:

- 1 Hour
- 1.5 hours
- half day (3 hours)
- Full day (6 hours)

Easily Customizable: All reports and handouts can be branded with logo at no extra charge. Default logo and branding will be Belmont Business Consulting.



FACILITATION INCLUDES

- Expert, personalized facilitation
- Branded Participant handouts
- *Everything DiSC Management Profile for each participant*
- Resource and research sections
- *Everything DiSC Management Interaction Guides*
- Needs badges (fun DiSC Swag)



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Harness the power of workplace conflict.



Rather than avoid conflict and leave it unresolved, your employees will learn how to make the most out of challenging situations with this powerful learning program.

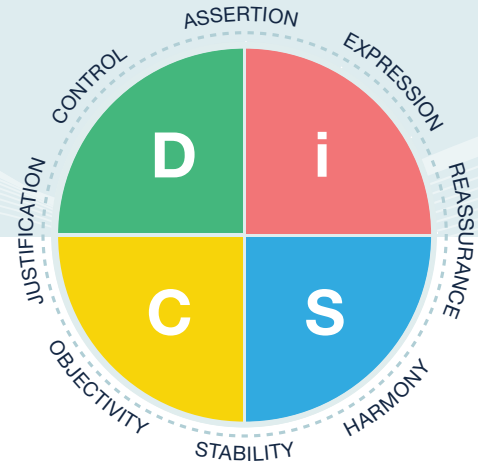
Everything DiSC[®] Productive Conflict helps employees curb destructive thoughts and behaviors so that conflict can become more productive, ultimately improving workplace results and relationships.

This classroom experience uses a research-validated learning model and combines engaging facilitation with follow-up tools to create personalized insights for participants at any level of an organization.

The Profile

Whether you're working with entry-level employees or a group of executives, the 22-page *Everything DiSC Productive Conflict Profile* will provide your employees with effective strategies to overcome the inevitable challenges of workplace conflict. Participants will:

- Appreciate how their style of handling conflict affects their peers
- Learn how to "catch" themselves when going down a destructive conflict path
- Discover how to reframe a conflict situation and choose more productive behaviors
- Build a common language in the organization around appropriate conflict behavior



The Facilitation

Includes three training modules focused on:

- DiSC® in Conflict
- Destructive Responses
- Changing Your Response

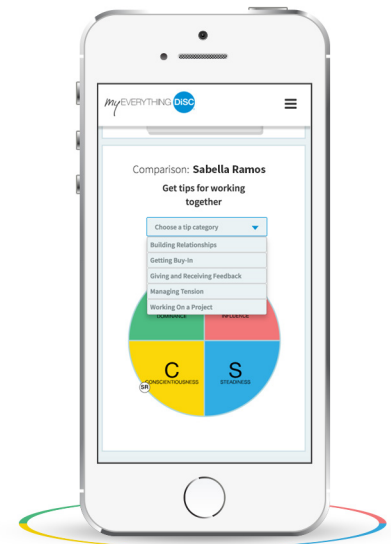
Optional DiSC Conflict Map and Comparison Report activities with facilitator's guides are also available. Each module includes customizable participant handouts, and Facilitator's Guide that support the *Everything DiSC® Productive Conflict Profile*.

Easily customize facilitation to fit any timeframe or workshop configuration.

Keep employees engaged with MyEverythingDiSC®

MyEverythingDiSC is the interactive learning portal exclusive to Everything DiSC® solutions. MyEverythingDiSC helps participants keep DiSC learning alive with personalized follow-up tools and resources at no extra cost. Participants can:

- Gain unlimited access to their DiSC profile anytime, with any device
- Compare their DiSC style with their colleagues and explore similarities and differences
- Learn more about how their DiSC style impacts workplace relationships and productivity
- Build better working relationships through effective communication tips
- Deepen their understanding of the theory and research behind Everything DiSC
- Create Customer Interaction Maps for improving sales relationships (Exclusive to Everything DiSC Sales)



Meet MyEverythingDiSC: The mobile-friendly, interactive learning portal that provides on-demand insights about DiSC and strategies for applying DiSC to real work situations.

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CONNECT BETTER WITH YOUR CUSTOMERS.

Everything DiSC® Sales is classroom training that combines online prework, engaging facilitation with contemporary video, and online follow-up to create a personalized learning experience.

Using a research-validated learning model, participants understand the styles and priorities of their customers.

The result is salespeople who adapt their styles to connect better—and close more sales.

EVERYTHING DiSC SALES FOCUSES ON:

- [Understanding Your DiSC Style](#)
- [Recognizing and Understanding Customer Buying Styles](#)
- [Adapting Your Sales Style to Your Customer's Buying Style](#)

Participants discover their DiSC sales styles and how to adapt their style to meet the needs of their customers.

EXCITING FOLLOW-UP TOOLS

[Everything DiSC Sales Customer Interaction Maps:](#)

Follow-up reports that help salespeople adapt their selling style to meet the needs of a customer. These one-page reports are the perfect personalized cheat sheets to prepare for sales calls. And participants get unlimited access—at no additional charge.

[Everything DiSC Facilitator Report:](#)

Provides a composite of your group's DiSC styles and information on how DiSC styles can impact your organization's culture. Includes the names and styles of each participant. Sold separately.

[Everything DiSC Group Culture Report:](#)

Helps you determine the group's DiSC culture, explore its advantages and disadvantages, discuss its effect on group members, and examine its influence on decision making and risk taking. Sold separately.

THE PROFILE

In-depth: Research-validated online assessment with 23-page sales-specific profile that helps salespeople understand themselves, their customers, and their relationships.

Each participant will complete an online assessment prior to workshop. Results will be shared during the workshop. Client will be given the Team Profile, which includes insights for how the team interacts to take with them.

THE FACILITATION

Workshop length can be adjusted to meet the clients needs:

- 1 Hour
- 1.5 hours
- half day (3 hours)
- Full day (6 hours)

Easily Customizable: All reports and handouts can be branded with logo at no extra charge. Default logo and branding will be Belmont Business Consulting.



FACILITATION INCLUDES

- Expert, personalized facilitation
- Branded Participant handouts
- Everything DiSC Productive Conflict Profile for each participant
- *Everything DiSC Sales Profile for each participant*
- *Everything DiSC Customer Interaction Map*
- *Everything DiSC Customer Interaction Guides*



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THE WORK OF LEADERS MADE SIMPLE: VISION, ALIGNMENT, AND EXECUTION.

Everything DiSC Work of Leaders® is classroom training that uses online pre-work, engaging facilitation with contemporary video, and online follow-up to create a personalized learning experience.

Based on best practices, *Work of Leaders* connects to real-world demands, generating powerful conversations that provide a clear path for action.

CONNECTS TO REAL-WORLD DEMANDS

Using the framework of Vision, Alignment, and Execution, *Work of Leaders* encourages leaders to understand their own leadership behaviors and how they impact their effectiveness. Rich, compelling narrative adds depth to the data and strong visuals support the learning process by illustrating key messages.

GENERATES POWERFUL CONVERSATIONS

Consistently thought-provoking, *Work of Leaders* stimulates fresh conversations and perspectives regardless of the leader's knowledge or experience. It's an opportunity for leaders at all levels of learning to reflect on how they approach each step of their work. In addition, *Work of Leaders* encourages reflection and discussion about the team and the organization.

PROVIDES A CLEAR PATH FOR ACTION

Work of Leaders helps leaders take action with personalized tips and strategies that give clear direction and are easy to apply. Context-specific feedback and developmental steps along with helpful case-in-point narratives show how progress can play out in real life.

DEFINING LEADERSHIP

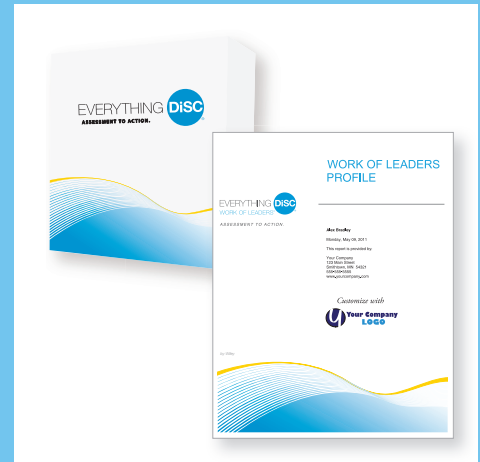
Everything DiSC Work of Leaders® approaches leadership as a one-to-many relationship, as opposed to the one-to-one relationship explored in *Everything DiSC Management*. It focuses on tangible steps directed at leading a group or organization toward desired outcomes.

RESEARCH-BASED

- Result of four-year research and development effort
- Analyzed and distilled the work of prominent leadership researchers
- Input from more than 300 subject matter experts at over 150 organizations
- Identified leadership best practices

PROFILE

- 23-page highly personalized report
- 18 behavioral continua
- Strong visuals illustrate key messages
- Context-specific feedback
- Tips and strategies for improving leadership effectiveness
- Access to unlimited Comparison Reports



FACILITATION INCLUDES

- Five 60-90 minute modules
 - Expert, personalized facilitation
 - Branded Participant handouts
 - Everything DiSC Leaders Profile for each participant
 - Resource and research sections
- Modular design: use as is or customize to fit your needs
- All-new leadership-focused video
- Thought-provoking partner/group discussions
- Experiential learning activities



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Build more effective relationships



With *Everything DiSC Workplace*®, your employees will gain valuable insights about themselves AND others, discovering actionable ways to build more effective relationships with one another.

This classroom training uses a research-validated learning model and combines engaging facilitation with powerful follow-up tools to create a personalized experience for every participant. *Everything DiSC Workplace* can be used with people at any level in an organization, ultimately improving the quality of the workplace.

Topics

- Discovering Your DiSC® Style
- Understanding Other Styles
- Building More Effective Relationships
- Optional People-Reading and Comparison Report activities

Benefits

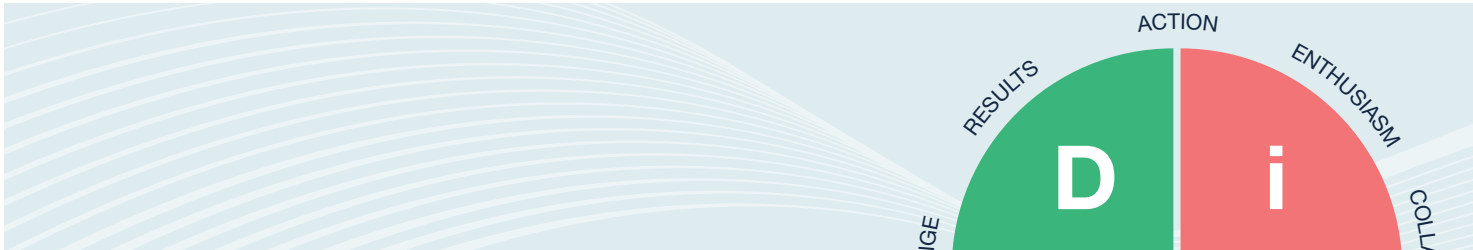
The *Everything DiSC Workplace Profile*, facilitation, and video all provide real-world tips and practical strategies for building a more engaging and productive workplace.

Your employees will receive the most precise DiSC® style assignment possible through adaptive testing, an interactive assessment process that tailors questions based on an individual's responses.

The Profile

The *Everything DiSC Workplace*® online assessment produces an in-depth, workplace-specific 20-page report with increased personalization, providing a better overall experience.

Online tailoring makes it easy to remove or rearrange profile pages, customize the profile title, or print selected pages. The profile may be used on its own or with the companion facilitation; sold separately.



The Facilitation

Includes engaging activities, and workplace-focused video that features DiSC® styles in real work situations. Also includes optional People-Reading and Comparison Report activities.

Easily customize facilitation to fit any timeframe or workshop configuration.

Your employees will walk away with tools and an action plan that they can immediately apply to their daily interactions and continue to use beyond the program.

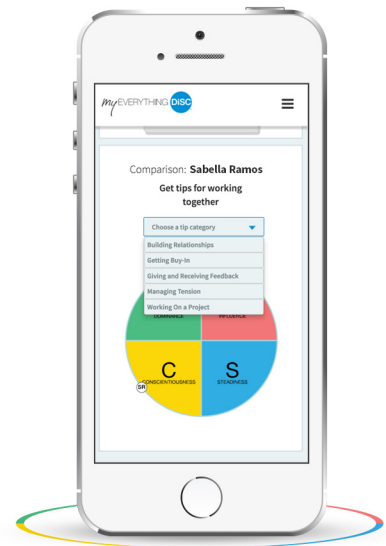
Exciting follow-up tools include:

Everything DiSC Comparison Reports, Everything DiSC Group Culture Report, Everything DiSC Supplement for Facilitators, Everything DiSC Facilitator Report, Everything DiSC Team View, MyEverythingDiSC®

Keep participants engaged with MyEverythingDiSC®

Whether people want to dig deep into DiSC research and theory or improve their working relationships through Comparison Reports, MyEverythingDiSC provides powerful, personalized tools and resources at no extra cost. Participants can:

- Access their DiSC profile anytime, with any device
- Compare their DiSC style with their colleagues and explore similarities and differences
- Learn more about how their DiSC style impacts workplace relationships and productivity
- Build better working relationships through effective communication tips
- Deepen their understanding of the theory and research behind Everything DiSC



MyEverythingDiSC: The mobile-friendly, interactive learning portal that provides on-demand insights about DiSC and strategies for applying DiSC to real work situations.

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