

CERTIFIED ADVANCED BEHAVIOURAL CONSULTANT

- BY THE INSTITUTE FOR MOTIVATIONAL LIVING, INC. USA & PEOPLEKEYS, INC. USA

- OVER **35 YEARS** AS A WORLD LEADER IN BEHAVIOURAL ANALYSIS, UNLOCKING HUMAN POTENTIAL AND CREATING STRONGER TEAMS!
- AS A WORLD LEADER IN CUSTOMISED BEHAVIOURAL ASSESSMENTS AND DELIVERY SYSTEMS, PEOPLEKEYS® PRIDES ITSELF ON DELIVERING EXCELLENT CUSTOMER SERVICE, AN INTERNATIONAL PLATFORM, AND THE MOST CUSTOMISABLE AND TAILORED SOLUTIONS AROUND.



CERTIFICATION PATHWAY

**How can you hire the people best suited for your business?
How do you further develop the people potential that
already exists in the organisation?**

An impactful, time-tested programme that will take your people development skills to the advanced level using the PeopleKeys® System! After completion of the Certified Behavioural Consultant certification, you can further your understanding and interpretation of DISC to be a Certified Advanced Behavioural Consultant.

This advanced certification will unleash the power of advanced DISC graph reading, PowerDISC™, TEAMS profiling, Values profiling and DISC, TEAMS and Values (DTV), Radar graph plotting, interpretations, and the OccupationalKeys™ System for better recruitment decisions.

You may find yourself to value-add for your clients who work in a complex work environment. You will be equipped to find the best solutions suited for people to handle situations, tackling existing issues and consultation for business environment.

WHY SHOULD YOU ENROL?

- Deep insights into Advanced DISC Graph Interpretation
- Deeper understanding of **PowerDISC™**, and how it can be used for leadership development
- Understanding of **TEAMS and Values profile** and how they are integrated into DISC profile for recruitment, team building, talent management and coaching
- Understanding of **OccupationalKeys™** System for hiring and the setting of benchmarking system for recruitment and talent management
- Understanding of **Radar graph** for DISC, DTV reports and the applications through real case studies on individual, pair and team intervention
- Understand the validated and reliable assessments which identify the key factors that **predict a person's job performance** and determine future success with DTV reports and Radar graphs
- Learn how an expanded understanding of PeopleKeys® System can add value to the business system through an overview of the consulting process

WHAT IS THE PEOPLEKEYS® SYSTEM?



PeopleKeys® is a highly validated Hiring, Recruitment & Talent Management System used in the understanding of strengths and weaknesses of individuals. Using DISC Personality assessment, it couples with workplace Values and the TEAMS style to give you a well-rounded view of an individual or in a team.

What traits make a good employee for a position? How can you bring out the best in your colleagues, customers, direct reports and bosses? PeopleKeys® provides assessments to aid organisations in unlocking human potential. PeopleKeys® profiling can help your company hire and retain the best people for your business.

It also allows you to identify the behavioural traits that contribute to the success of any specific job or environment. It accurately assesses the behavioural traits, communication style, temperament, team-thinking and workplace values of all your current and potential employees. This information can provide you with invaluable information and has been proven to be the best predictor of a potential employee's future success.

Pre-Programme Preparation/Qualification

Participants must have already been DISC-certified and have acquired the basic skills of graphs interpretation (completed the CBC or CBCC certification).

Who Should Attend

Corporate Executives, Managers, Team Leaders, Business Consultants, Educators, Trainers, Coaches, Professionals in Human Resource, Education, Social Service, Hospitality & Tourism, Sales & Marketing and other people-oriented industries.

Graduation Requirements - What is Expected of Participants

To qualify as a Certified Advanced Behavioural Consultant, programme participants are required to: attend two full days of training conducted by our Master Accreditation Trainer, engage fully in all the training and learning activities planned. Participants will be required to work on a real case using the PeopleKeys® online system to provide consultation and submit an assignment report of the case.

"These additional materials draw parallels to the ethos of the 10 behavioural statements and help to bring to life how these principles are applicable to our day-to-day leadership actions. A fun and engaging setting where participants connect with one another in a safe learning environment."

Stephenie Teo, Head, Learning & Development of Bank of Singapore

"The practical application of skills learnt, interactive activities/games make the programme fun. Small class size allows for closer interaction among participants and with facilitators."

HR Manager, KK Women's & Children's Hospital

"We would like to thank Ian and Lifeskills in conducting "DISCover The Strength In You" workshop for our higher management staffs. Our people have enjoyed and benefitted from your training and experience.

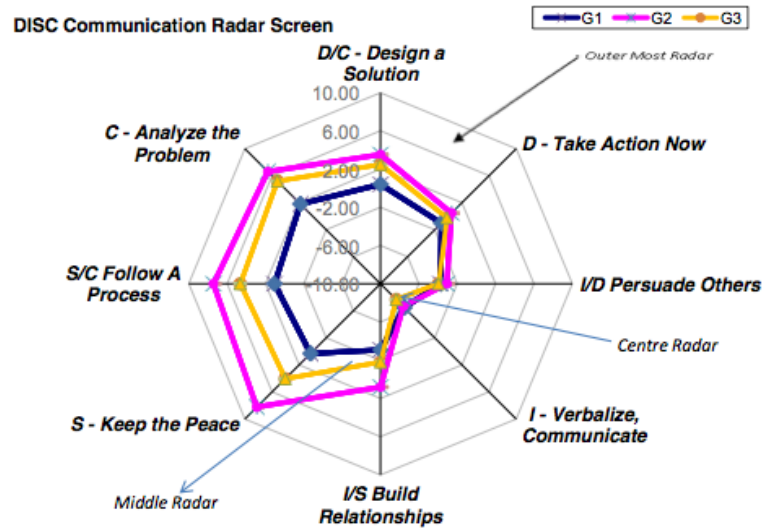
Your structured and inspiring workshop definitely empower us with the determination to want to improve in our leadership journey."

Amazing Borneo Tours

DISC RADAR GRAPH

The Radar Graph is a DISC comparison graph that overlays the results of the three graphs of Mirror (Graph 3), Core (Graph 2), and Public self (Graph 1).

The Radar Graph divides the individual's natural behavioural style into eight DISC behavioural Preferences showing what styles are the individual most comfortable with and what styles require the most energy from them. Understanding the Behavioural Preferences will also shed some light the challenges and frustrations the individual might struggle with.



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Your team has been instrumental in helping us to hire and place staff at all levels. Our staff members are more effective, have better attitudes and are more likely to stay.

– Sue Miklos; Executive Director, The Bair Foundation

TEAMS PROFILE

An effective team has a natural structure, and team leaders must deliberately place individuals into roles that maximise their personal effectiveness and efficiency. This strategic placement allows the members of the team to build the relationships that create synergy, vibrancy and creativity.

The **TEAMS** profile identifies various team roles that come naturally to different people in the group.

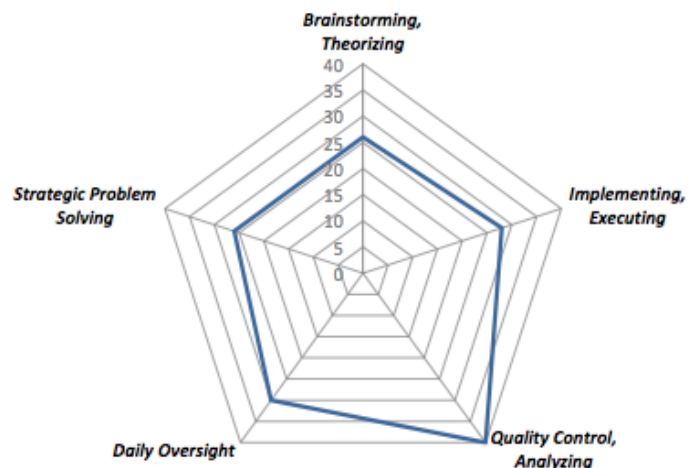
Theorists: Generate Idea, modes and hypotheses. They are a source of insights, innovative concepts, inventive and unique approaches, and who excel at "thinking outside the box".

Executors: Implement ideas, solutions, programmes and initiatives developed by the team. They concern themselves with the process of carrying out and completing the tasks that need to be done.

Analyzers: Extract key elements of an idea and develop the process by which the idea can be implemented. They focus on the objective, analytical world of facts or theories.

Managers: Facilitate interaction between other team members and who oversee the implementation of various aspects of the plan. They can often adapt their styles to fit the team's needs.

Strategists: Communicate new ideas and carry them forward. They identify new concepts and ideas in their early stages and develop the strategy behind their implementation.

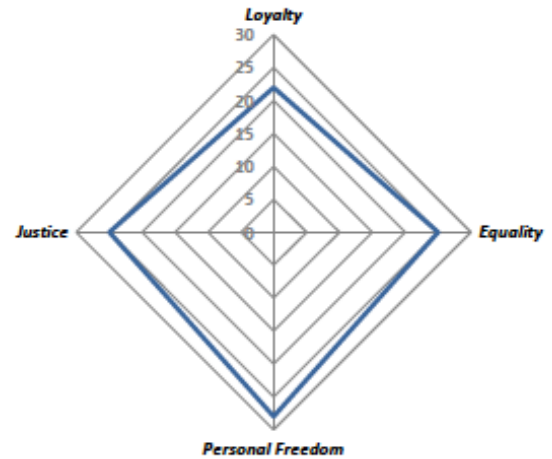


DEVELOP DEEPER INSIGHTS INTO PEOPLE

VALUES STYLE PROFILE

Values Styles determine your perception of the world around you. They affect the choices you make, the friends you choose, the career you pursue, your leisure activities and even the words you say. In short, values determine how you live your life.

The discovery and understanding of your “personal” value style can become the foundation for building better relationships with the people at school, work or home.



PROGRAMME OUTLINE

SECTION 1 - INTRODUCTION TO PEOPLEKEYS®

- What is PeopleKeys®?
- Tools of PeopleKeys®
- Effects of PeopleKeys® on four Key Business Objectives

Focus on: Understanding and application of PeopleKeys® at workplace

SECTION 2 - INTRODUCTION TO TEAMS STYLE

- TEAMS Style - Accurate measurement of your Internal, natural role you naturally prefer to play in a team
- What is a TEAM Role and Identifying what your most effective role
- Characteristics of TEAMS - Theorist, Executor, Analyzer, Manager, and Strategist
- How you can easily and quickly determine proper team placement

SECTION 3 - INTRODUCTION TO VALUES STYLE

- Values Style - Accurate Measurement of your invisible motivators and your perception of your preferred environment
- Characteristics of L.E.P.J.
- Loyalty, Equality, Personal Freedom, Justice
- Understand how your internal Value system impacts the basis of your thoughts, decisions, opinions and actions

Focus on: Integrating DISC to TEAMS and Values Style - DTV, Applications of each tool to workplace, Analysis of graph

SECTION 4 - UNDERSTANDING AND THE USE OF POWERDISC™

- The powerDISC® Elements of Leadership
- Identify the seven critical elements of leadership and the intensity of each in relation to your DISC profile
- Combined PowerDISC™
- Case study

Focus on: Applications of PowerDISC™, Analysis of graph for individual and group

SECTION 5 - APPLIED CONCEPTS IN CONSULTING WITH PEOPLEKEYS® TOOLS AND REPORT

- Overview of the consulting process
- Making Consultation Alive

Focus on: Consulting processes and practices in various work environment

SECTION 6 - PEOPLEKEYS® APPLICATION

- Hiring and Recruitment

- OccupationalKeys™ - Creating Performance Benchmark for Hiring and Recruitment
- The key applications and functions of OccupationalKeys™

- Coaching and Talent Management

- Introduction to Radar Graph and the eight DISC Behavioural Preferences
- Case Study with Radar Graphs - Individual analysis (coaching)
- Case Study with Radar Graphs - Pair analysis (Conflict Management)

- Team Management

- Case Study with Radar Graphs - Team Analysis (Team Synergy/Gap Analysis)

Focus on: Making meaning out of the available data and graphs from the DTV and OccupationalKeys™ report

SECTION 7 - POST-CERTIFICATION ASSIGNMENT

Participants will be required to work on a real case using the PeopleKeys® online system to provide consultation and submit an assignment report of the case.

CERTIFICATIONS & PUBLIC WORKSHOPS

- Asking Right, Hiring Right Workshop
- Certified Behavioural Consultant (CBC)
- Certified Behavioural & Career Coach (CBCC)
- Certified Advanced Behavioural Consultant (CABC)
- Certified Stress Management Consultant (CSMC)
- Competence-Based Interview (CBI) Workshop
- DISCover Your Selling Strengths Workshop
- The Extraordinary Leader™ Workshop
- The Extraordinary Leader™ Certification
- Elevating Feedback™ Workshop
- Elevating Feedback™ Certification
- The Extraordinary Coach™ Workshop
- The Extraordinary Coach™ Certification
- The Extraordinary Performer™ Workshop
- The Extraordinary Performer™ Certification
- The Five Behaviours of a Cohesive Team® Workshop
- The Five Behaviours of a Cohesive Team® Certification
- Managers as Mentors
- Manager to Leader
- Performance Appraisal
- The Leadership Challenge Workshop



**Empowering people to better lead
their communities by fanning into
flame the gifts in them.**