

Course Overview



EVERYTHING DiSC® MANAGEMENT CERTIFICATION

Everything DiSC® Management Certification is designed to increase confidence and expertise in delivering the Everything DiSC Management program. The course uses a blended-learning approach spanning four weeks, involving:

- **Self-directed online learning:** Modularized, engaging activities that allow you to absorb the content at your own pace; online activities must be completed before their corresponding live virtual-classroom session.
- **Live virtual classroom sessions:** Three 90 minute instructor-led webinars that apply online learning via small and large-group activities with peers.
- **Project Team Plan:** Ongoing assignment that promotes application of the learning to a real or potential workshop. You will present your plan for this in the third live session.

COURSE LEARNING OBJECTIVES

Learners will demonstrate:

1. Expertise in the Everything DiSC® and Management key concepts
2. Confidence and competence in facilitating Everything DiSC Management, going beyond the Facilitation Kit to spark behavioral change among manager participants
3. Ability to customize and apply the Management program to meet the needs of the modern-day manager, team, or organization

GETTING STARTED—ONLINE TRAINING CENTER

On the day the course opens, you will receive your Everything DiSC Training Center login. You have 14 days to complete prework before the first live virtual-classroom session.

EARN A CREDENTIAL

Upon successful completion of all self-directed activities, attending all live-virtual sessions, and passing the final exam, learners will earn the credential of a *Certified Everything DiSC® Management Facilitator*.

SHRM RECERTIFICATION PROVIDER

If you hold a credential as a SHRM Certified Professional or Senior Certified Professional, Everything DiSC Management Certification will award you 15 Professional Development Credits toward your SHRM certification renewal.

CONTACT YOUR INSTRUCTOR

Please contact education@everythingdisc.com if you have any questions regarding the Certification course. Your Authorized Partner will be your ongoing resource after you complete Certification.

ONGOING SUPPORT

You will continue to have access to the course as a resource. For ongoing guidance about Everything DiSC, please contact your Authorized Partner.

WILEY

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The table below details the program's structure over four-weeks. Please note that online activities must be completed before their corresponding live virtual-classroom session.

WEEK 1: EVERYTHING DiSC® CORE	WEEK 2: DiSC AND MANAGEMENT	WEEK 3: DIRECT REPORTS	WEEK 4: MANAGING UP, FOLLOWING UP
Self-directed online learning only (3-4 hours)	Blended: Self-directed learning (1-2 hours) Plus virtual session	Blended: Self-directed learning (1-2 hours) Plus virtual session	Blended: Self-directed learning (2-3 hours) Plus virtual session
<p>Everything DiSC Core activities will educate and build learners' competency in:</p> <ul style="list-style-type: none"> • The Everything DiSC Management assessment(learners will complete the assessment and receive their Profile) • Everything DiSC theory, model, and research • Everything DiSC support materials (Supplement for Facilitators, Group Culture, Facilitator, Team View, and Comparison Reports) • The Everything DiSC Family of Profiles 	<p>DiSC and Management activities strengthen learners' confidence in:</p> <ul style="list-style-type: none"> • Understanding the challenges and power of great management today • Coaching with the Everything DiSC Management Profile and Supplement for Facilitator Report • Preparing to conduct a Management workshop by starting a needs assessment for an intended audience <p>As part of this course, learners will invite a manager to complete a complimentary assessment</p>	<p>The Direct Report activities deepen learners' understanding of:</p> <ul style="list-style-type: none"> • Tuning into direct reports through their DiSC® style, which acts as a starting point for adapting to individual needs • How experience level and DiSC style impacts the way a manager directs and delegates to their employees • Creating a motivating environment to increase employee engagement • Employee development strategies as it relates to DiSC and employee potential 	<p>Managing Up, Following Up</p> <ul style="list-style-type: none"> • Debrief the profile with the manager you invited to complete the assessment • Learn how to tailor a workshop or coaching session on the Managing Up topics of advocating, gaining buy-in, and dealing with conflict • Identify ways to extend managers' engagement post workshop using support reports • Prepare for your project team presentation, to include: needs assessment, an outside-the-box activity, an action plan to keep DiSC alive, and a workshop evaluation
<p>No Live Session Learners will gain access to the Everything DiSC Management-specific learning 7 days after the course enrollment date.</p>	<p>Live Session 1: 90-minute instructor-led virtual session</p> <p>Breakout Room Skill Practice: Discuss strategies when facilitating to a wide range of manager audiences, such as: new managers, experienced managers, executives, matrixed managers, and remote managers.</p>	<p>Live Session 2: 90-minute instructor-led virtual session</p> <p>Breakout Room Skill Practice:</p> <ol style="list-style-type: none"> 1. Discuss how you would coach managers for different employee developmental conversations. 2. Create a new management activity. 	<p>Live Session 3: 90-minute instructor-led virtual session</p> <p>Large Group Activities:</p> <ol style="list-style-type: none"> 1. How to coach managers to successfully manage up through advocating, getting buy-in, and managing conflict. 2. End the session discussing ways to create ongoing impact. <p>Breakout Room: Project Presentation</p> <p>Exam opens after live session</p>