



# Peoplesource Consulting



## Business Perspectives in Advanced Behavioural Analysis

Accreditation Programme

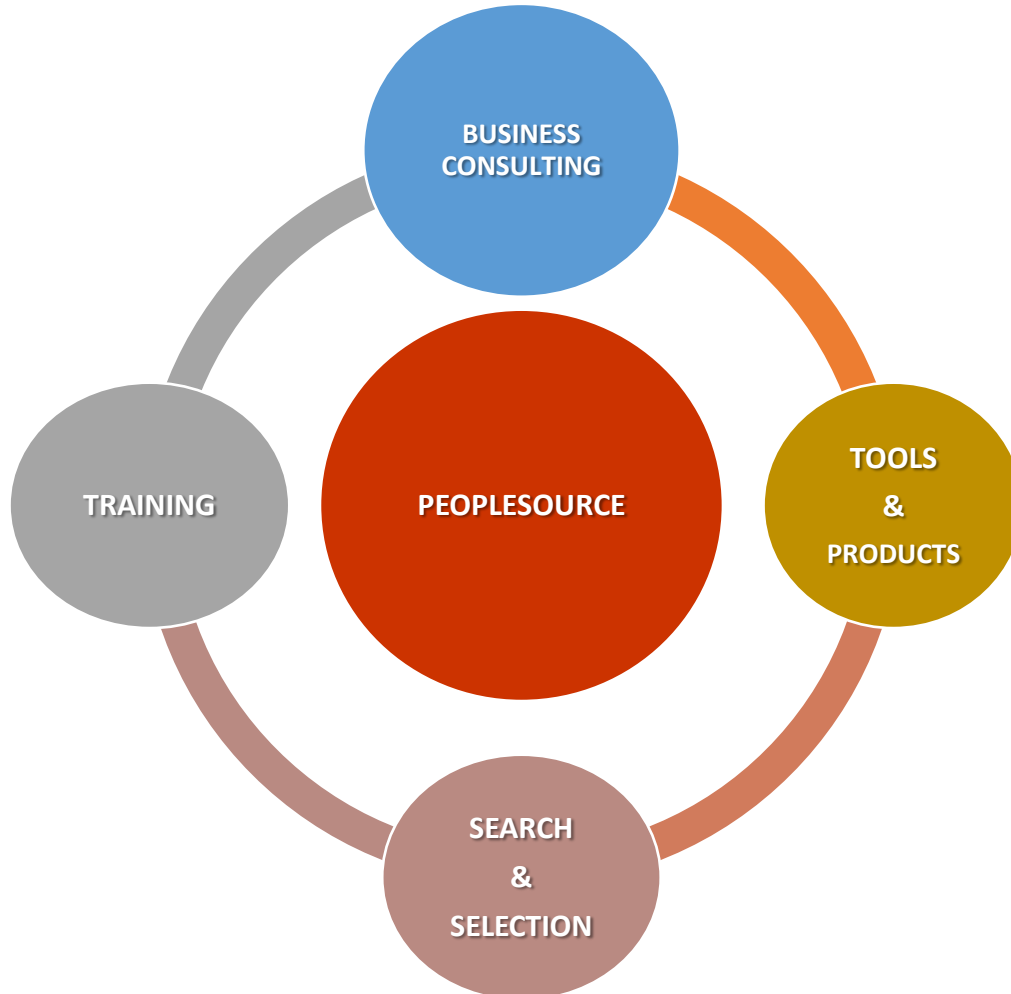
For the Certified DISC Behavioural Consultant Qualification

Lagos, Nigeria



# Peoplesource Consulting

## Our Business



Peoplesource Consulting is Goldisc UK's sole partner in Nigeria for the D.I.S.C suite of personality and team profiling tools designed and owned by the Institute for Motivational Living (IML) USA.

Our consultants are accredited to use the D.I.S.C tool and have extensive experience of deploying the tool to several clients in and outside Nigeria since 2003.

Our goal is to enable corporate and people performance as well as team effectiveness in the workplace



# Our D.I.S.C. Partners

Peoplesource Consulting is Goldisc UK's sole partner in Nigeria for accreditation and use of the D.I.S.C suite of personality and team profiling tools.

**Goldisc UK** is an Authorised Agent for The Institute for Motivational Living in the United Kingdom. They offer the IML's D.I.S.C. Profiles and Courses, Reports, Resources and IML DISCInsights™, Peoplekeys®, MinistryKeys™ online personality style profiling assessments for recruiting, training and retaining employees in Business and Ministry as well as the StudentKeys™ Workbook and Internet Report series to help students flourish in college, career and life.

The **Institute for Motivational Living** (IML) is a proven leader in the field of Behavioural Analysis. As one of the world's largest publishers of the D.I.S.C. Personality Profile, IML has helped many people gain a better understanding of themselves and others. IML's founder, Sanford Kulkin, Ph.D is a recognised expert in applying Behavioural principles with individuals, businesses, Churches and has trained over 20000 consultants and trainers. Sandy has authored the D.I.S.C. Certification course, drawing from his many years of experience. It combines the introductory course, followed by the applied modules for both Business and Counselling which lead to accreditation.



# What is D.I.S.C.?

Everyone has distinctive characteristics and qualities which influence our thinking, preferences and behaviour. Research shows that these behavioural characteristics can be grouped into four categories called personality styles or profiles and that people with similar personalities tend to exhibit specific traits common to that style or profile. The DISC personality system was developed as a result of these studies and provides an accurate and neutral tool for measuring these 4 factors from which D.I.S.C. derives its name:

**D** (Dominance) - direct, decisive, problem solver, risk taker, self starter

**I** (Influence) - enthusiastic, optimistic, persuasive, talkative, impulsive

**S** (Steadiness) - empathetic, team player, steady, predictable

**C** (Compliance) - analytical, conscientious, careful, precise, systematic

D.I.S.C. is a positive tool, which helps individuals increase in effectiveness as they identify and capitalise on their strengths; recognise potential weaknesses and identify their blind spots. Organisations across the world use D.I.S.C. to understand, anticipate, change and manage behaviour within their teams and improve interaction within the workplace. Organisations and their people benefit when employees are developed to their full potential, energy, creativity and the team synergy increases when staff are trained and placed in roles where their individual strengths are capitalised on. The D.I.S.C. products range help organisations identify training needs, place the right talent in the right positions, spot misplaced employees, boost morale, enhance productivity, improve attendance and encourage long-term enthusiastic commitment from staff.



# Become D.I.S.C Certified

The D.I.S.C certification is a unique **one-time accreditation** and once you are accredited, you will not be required to study or pay any extra fees for recertification in future.

Our D.I.S.C certification course, is led by Kemi Olutunbi FCIPD, a highly experienced D.I.S.C. Certified Behavioural Consultant who has spent almost 12 years training individuals in the theory and application of behavioural assessment. Kemi has also used the tool in her work with several leading global and local organisations in Nigeria and beyond.

Running for **5 days** this certification course combines the Level 1 introduction to D.I.S.C. and Level 2 Business Perspectives in Advanced Behavioural Analysis courses into one programme to equip you with the knowledge required to successfully pass the accreditation exams and become a certified D.I.S.C Behavioural Consultant.

The Level 1 D.I.S.C course starts by providing a compelling look at D.I.S.C. personality testing and how it can be used to understand yourself and anticipate the actions of others. After successfully completing this course, you will be able to maximize personal strengths, minimize personal weaknesses, resolve conflicts, enhance teamwork, and increase productivity. It is an investment in you, your organization, and personal relationships and will equip you with new skills to effectively consult, manage, counsel, and communicate with others. You will however need to proceed to the Advanced Behavioural Analysis course to get certified. Please see more about the course on the next page.



# Become D.I.S.C Certified

Business Perspectives in Advanced Behavioural Analysis provides in-depth instruction in D.I.S.C graph reading and equips you with the know-how to apply the information contained in D.I.S.C personality profiles to meet some of the most pressing needs of today's businesses and organizations. Applications can range from business consulting and leadership seminars to conducting DISC trainings of your own.

The training you receive with Advanced Behavioural Analysis is hands-on and applicable to the "people needs" of any business or organization. Through taking this course, you will gain insights into applying the Personality Profile that otherwise would take several years of consulting and training to achieve.

Successful completion of Advanced Behavioural Analysis will qualify you as a Certified Behavioural Consultant. At the end of this course you will receive a certificate that allows you to use the "Certified Behavioural Consultant" title and sell your training and assessment services as an expert in behavioural analysis.



# Benefits of the D.I.S.C Certification

**Apart from acquiring an internationally respected and accredited qualification, the Business Perspectives in Advanced Behavioural Analysis Course equips you to:**

- Open new doors to consulting and training opportunities
- Use the graphs to resolve some of the most pressing needs of businesses today
- Effectively analyze the 3 graphs of the Personality System Profile and apply what you learn
- Create a strategic process that improves communications and increases productivity
- Significantly enhance your marketability as an expert consultant

This course provides in-depth training in graph reading and equips you with the know-how to apply the information contained in the profiles to meet some of the most pressing needs of today's businesses and organizations. By learning to accurately interpret the 3 graphs of the Personality Profile, you can unleash the power of the D.I.S.C system and apply the profiles to a variety of consulting, training, leadership development and TQM scenarios.

**Please note: A participant is required to maintain a passing score of at least 70%.**



# How You Can Use the D.I.S.C Profile

## Using D.I.S.C as a part of your consulting practice, you can...

- Enhance relational time professionally and personally
- Gain greater sensitivity to others around you
- Maximize personal strengths and minimize weaknesses
- Resolve internal conflicts and power struggles more quickly
- Enhance teamwork among an organization's staff
- Help children and teenagers develop a positive self-image
- Assess a person's nonverbal communication
- Identify how and why people make decisions
- Reveal root communication problems in seven minutes
- Motivate others toward greater productivity
- Develop focused and motivated teams
- Save hours of consulting time
- Teach others about applied behavior





# What You Will Learn on the D.I.S.C Course

## Plus, you'll learn...

- How others process information and respond to change
- Dominant fears of each behavioural style
- Historical origins of personality theory
- Principles of behavioural interaction
- Compatibility of behaviour styles
- How to distinguish between a person's mask and his/her core self
- How to identify when a person is experiencing stress
- Relational orientation versus task accomplishment
- Factors that contribute to the development of the behavioural styles



# Become a Certified D.I.S.C Consultant and Create New Professional Opportunities Today!

Understanding the D.I.S.C. personality system can provide invaluable information and add significant value. Business and Human Resource professionals who become D.I.S.C. accredited have access to a variety of benefits for themselves, their colleagues and the organisations they work for.

**The DISC Personality certification** will equip you to become a trainer certified by The Institute for Motivational Living to train and skilfully apply the DISC personality system to people in all walks of life. You will be able to access DISC online assessments through Peoplesource Consulting, run DISC profile reports for your clients and consult for organisations using the tool. The qualification is highly recommended for ;

- HR Practitioners
- Training Facilitators and Consultants
- Training & Development Specialists
- All Leaders and Managers looking to enhance their capacity to engage and motivate people



# Our Facilitator

## Our Lead Faculty



### **Kemi Olutunbi FCIPD**

Kemi is our Senior Partner. She is a very experienced HR professional. She has over 24 year's commercial experience working with a many blue chip retail and financial service companies and voluntary organisations in the UK at senior management level. These include Marks & Spencer Plc and NatWest Bank Plc. She heads the HR practice at Inspired Concepts Consulting and is also the Managing Partner at UK consulting firm, Inspired Concepts. She has handled HR Consulting projects for clients within the UK's commercial and voluntary sectors and has facilitated a variety of programmes for CEOs, Charity board members and other management personnel in the UK and Nigeria.

Kemi holds a BSc. in Economics and an MA in Human Resource Management and is a Fellow of the Chartered Institute of Personnel & Development in the UK and an Associate of the Institute of Chartered Secretaries and Administrators, also in the UK. She is currently a faculty member of the CIPM, CIBN and IBFC Augusto Training in Nigeria . Her focus areas include re-envisioning, restructuring and organisational culture, legal & compliance, people management and leadership development. She is a Certified DeBono 6 Thinking Hats™ Trainer and has been an Accredited DISC Behavioural Consultant for over ten years.



# Our Facilitators



## **Bode Olutunbi**

Bode is the Managing Partner/CEO of Peoplesource Consulting. He also sits on the board of UK based consulting firm, Inspired Concepts. He holds a MSc. in Entrepreneurship from the University of Bristol UK and a B.A in History from Obafemi Awolowo University, Ile Ife. He is accredited member of the London Business Consultants Network and has over 23 years cognate and commercial experience.

Bode has held executive and management positions within the finance industry in Nigeria and the consulting sector in the UK and spent 10 years working in the Nigerian retail banking sector with brands such as Magnum Trust and Standard Trust Banks. He is a member of the Institute of Business Consulting in the UK and has facilitated a variety of training programmes for professional and corporate organisations in the UK. Apart from leading training programmes for his company in Nigeria, Bode is part of the faculty at the CIPM, CIBN and IBFC Agosto, Nigeria's leading financial services training company. He has delivered a variety of training solutions to executives as well as senior management personnel in various organisations in Nigeria.



# Programme Structure, Fees and Discounts

The programme class sessions run for 4 full days while participants spend the 5<sup>th</sup> and final day preparing and sitting for the accreditation examination.

The participants fee for this one-time open certification programme is **N375,000.00. plus VAT.**

This fee is all inclusive and covers course tuition, course materials as well as tea/coffee and lunch during the course days. Should you require our support with suitable accommodation or travel logistics, we will be happy to help, so do let us know. We have a range of discount offers, aimed at rewarding you for your commitment to nominating more of your colleagues and for making early payments of course fees to confirm attendance. Here are the details. You can either earn;

- An early bird discount of up to 10% if payment is made 30 days before the programme start date.
- A group discount of 10% for a minimum of 3 persons on full payment received 7 days before the programme start date.
- A corporate discount of 15% for a minimum of 5 delegates from the same organization on full payment received 7 days before the programme start date.

***Payment of full course fee two weeks prior to the course start date is required to enable us confirm your booking/s and ensure that adequate arrangements to receive nominees on the programme can be made.***



# Next Steps

We would required that payment of the full course fee is made two weeks prior to the course start date to enable us confirm your booking/s and ensure that adequate arrangements to receive nominees on the programme can be made. We are convinced you will get very good value for your spend with us and we remain keen to offer you a cost effective and value adding service.

To indicate your interest to attend or nominate a colleague on the programme, kindly send an email to Peoplesource Consulting at [associates@peoplesourceconsulting.com](mailto:associates@peoplesourceconsulting.com) confirming the full names of the participants, their designation and department / unit within your organisation as well as the name of the contact person handling the nomination process within your organisation. Please also include the invoicing address to enable us forward an invoice to your organisation for payment.



Should you require further information please get in touch with Bode or Seye on the contact details below. We look forward to hearing from you soon.



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