PARTICIPANT GUIDE

Cubic Integrator Learning Journey

Session 2: Energizing People Through Effective Communication II

CUBIC

Corporate Education Group

Learning That Powers Performance

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Corporate Education Group
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Andover, MA 01810
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www.corpedgroup.com

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MANAGEMENT AND LEADERSHIP

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MDV829b-0821 Session 2

ENERGIZING PEOPLE THROUGH EFFECTIVE COMMUNICATION II
Session Goal
The goal of this session is to enhance your ability to energize teams by communicating effectively with a wide variety of personality styles.

ENERGIZING PEOPLE THROUGH EFFECTIVE COMMUNICATION II

Session Learning Objectives

By the end of this session, you will be able to:

- Determine how communication styles and combinations impact working with others
- Identify ways to problem solve communication challenges when others have different styles
- Specify actions you can take to flex and adapt your style to meet the needs of others
- List concrete strategies for increasing your effectiveness with others in the workplace

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ENERGIZING PEOPLE THROUGH EFFECTIVE COMMUNICATION II

Session Topics

- Interacting with Other Styles
- Reframing Communication Challenges
- Increasing Your Personal Effectiveness
- Flexing Your Style
- Taking Action

INDIVIDUAL ACTIVITY

Reacting to Other Styles

Individually:

- Read pages 8-11 of your profile.
- Identify which DiSC style (for you, personally) is:
  - The easiest to communicate with?
  - The most challenging to communicate with?

We will build on this activity later in the session.

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ANNOTATE

Identify the DiSC® Style…

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ENERGIZING PEOPLE THROUGH EFFECTIVE COMMUNICATION

The Magic Formula for Changing Other People's Behavior Is:

$$r : \rho\left(\frac{\partial u_r}{\partial t} + u_r\frac{\partial u_r}{\partial r} + \frac{u_\phi}{r}\frac{\partial u_r}{\partial \phi} + u_z\frac{\partial u_r}{\partial z} - \frac{u_\phi^2}{r}\right) =$$
$$-\frac{\partial p}{\partial r} + \mu\left[\frac{1}{r}\frac{\partial}{\partial r}\left(r\frac{\partial u_r}{\partial r}\right) + \frac{1}{r^2}\frac{\partial^2 u_r}{\partial \phi^2} + \frac{\partial^2 u_r}{\partial z^2} - \frac{u_r}{r^2} - \frac{2}{r^2}\frac{\partial u_\phi}{\partial \phi}\right] + \rho g_r$$

$$\phi : \rho\left(\frac{\partial u_\phi}{\partial t} + u_r\frac{\partial u_\phi}{\partial r} + \frac{u_\phi}{r}\frac{\partial u_\phi}{\partial \phi} + u_z\frac{\partial u_\phi}{\partial z} + \frac{u_r u_\phi}{r}\right) =$$
$$-\frac{1}{r}\frac{\partial p}{\partial \phi} + \mu\left[\frac{1}{r}\frac{\partial}{\partial r}\left(r\frac{\partial u_\phi}{\partial r}\right) + \frac{1}{r^2}\frac{\partial^2 u_\phi}{\partial \phi^2} + \frac{\partial^2 u_\phi}{\partial z^2} + \frac{2}{r^2}\frac{\partial u_r}{\partial \phi} - \frac{u_\phi}{r^2}\right] + \rho g_\phi$$

$$z : \rho\left(\frac{\partial u_z}{\partial t} + u_r\frac{\partial u_z}{\partial r} + \frac{u_\phi}{r}\frac{\partial u_z}{\partial \phi} + u_z\frac{\partial u_z}{\partial z}\right) =$$
$$-\frac{\partial p}{\partial z} + \mu\left[\frac{1}{r}\frac{\partial}{\partial r}\left(r\frac{\partial u_z}{\partial r}\right) + \frac{1}{r^2}\frac{\partial^2 u_z}{\partial \phi^2} + \frac{\partial^2 u_z}{\partial z^2}\right] + \rho g_z .$$

Non-existent!

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INDIVIDUAL ACTIVITY

Increasing Your Personal Effectiveness

Individually:

- Identify the DiSC style with which you would most like to become more effective.
- (This may be the style this is most challenging for you to collaborate and communicate with.)

Your facilitator will place you into small groups based on the style you choose.

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GROUP BREAKOUT ACTIVITY

Flexing Your Style

Use the group breakout PPT deck to document the following for the style you selected.

- What changes to your behavior and approach can YOU make when:
  - You need to be more effective with this style?
  - Problems need to be solved?
  - Things get tense?

Consult pages 8-11 for specific advice and add your own answers as well.

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ANNOTATE

What I Can Do to Become More Effective with the __ DiSC® Style

When I need to be more effective	When problems need to be solved	When things get tense

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INDIVIDUAL ACTIVITY

Strategies for Action

Individually:

- Read page 16 of your profile.
- Underline or highlight the sentences or phrases that most resonate with you.
- Choose the one strategy that you are going to act on immediately.
  - If you can, connect that strategy to a real-life situation

Taking Action

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GROUP BREAKOUT ACTIVITY

Taking Action

In your small groups:

- Share 1 or more of the 3 strategies that you are going to implement immediately.
- Make a connection to real-life situation and share some context and details as to how you will put this change into action.

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LOOKING FORWARD

Key Insights? How Will You Apply Your Learning?

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NEXT STEPS: BRIDGE WORK

Podcast: Listen to "Adapting Your Style"

Individually:

- Listen to the podcast below, which builds on what we learned in this session.

The Art of Communication: "Adapting Your Style"

https://podcasts.apple.com/us/podcast/the-art-of-communication/id1465098447

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The Art of Communication: "Adapting Your Style"

https://podcasts.apple.com/us/podcast/the-art-of-communication/id1465098447

LOOKING FORWARD
Program Roadmap
PROGRAM PREP
CISS
Cubic Integrators
Explorer
Pathfinder
Business Builder
DiSC Behavioral Assessment
30 min
MONTH 1
1
Energizing People Through Effective Communication Part 1 (1.5h)
Energizing People Through Effective Communication Part 2 (1.5h)
MONTH 2
2
MONTH 3
3
Emotional Intelligence Essentials (1.5h)
MONTH 4
4
Building Trust and Connection (2h)
MONTH 5
5
Agile Concepts, Lean Thinking and Continuous Improvement (3h)
MONTH 6
6
Formation of Capstone Teams – presentation planning and preparation (1h)
Final Capstone Event – presentation and accomplishments
COHORT 1
Explorer/Pathfinder
Critical Thinking and Creative Problem Solving (3h)
COHORT 2
Business Builder
Strategic Thinking, Problem Solving and Decision Making (3h)
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Corporate Education Group (CEG) delivers talent strategies and development solutions that align with targeted business goals to transform organizational performance. From assessments to advisory consulting, program design, coaching, training delivery and measurement, we identify the right solutions to unlock business value. Our more than 30 years of experience rooted in corporate training enables us to engage in collaborative partnerships and taught us that there is no one size-fits-all solution when it comes to optimizing performance. Through our strategic alliance with Duke University Management Training, we offer premiere certificate programs backed by a renowned higher-education institution. Our practice focus is in Project Management, Business Analysis, Agile and Scrum, Lean and Lean Six Sigma, Management and Leadership, Business Process Management, and Business Relationship Management and our solutions are delivered in onsite, classroom, virtual, on-demand and blended settings. CEG is a PMI® Charter Global Registered Education Provider and a member of the Global Executive Council, an IIBA® Endorsed Education Provider, an APM Group PRINCE2® ATO, and an approved Channel Partner with the Blanchard Partner Network. For more information go to www.corpedgroup.com.

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300 Brickstone Square, Suite 201 • Andover, MA 01810 USA

1.800.288.7246 • +1.978.649.8200 • info@corpedgroup.com

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