



## DISC Certification

### Certified Professional Behavioral Analyst

#### CPBA, TTI USA

The Club, Andheri-Juhu Link Road, Mumbai  
11-12 November, 2011

Strengthen your role in your organization by learning how to truly understand behaviors and people issues impacting both your role in HR as well as your entire organization.

### Why You Cannot Miss This Event

Today HR is being increasingly challenged by stakeholders and partners to be an effective business partner, adding visible and measurable value, and proactively contributing to the growth of the business' bottom line.

In order to meet this challenge, HR professionals must have a strong and thorough understanding of people and behaviors, be comfortable in using behavioral language and be able to present convincing cases in support of any HR/Training initiatives that must be in alignment with the business' and strategic goals.

By completing this 2-day programme you will be able to truly elevate both your own role as well as HR within your organisation. This workshop covers behavioral concepts, which all HR professionals need to grasp. The workshop also focuses on how to understand and use behaviors critical to your own HR .

The workshop is very interactive, assumes no prior behavioural knowledge and aims to help you learn in a fun and exciting way involving many exercises, case studies and brainstorming to enable you to return to your organisations as a Certified Professional Behavioral Analyst using the DISC tool.

### Applications of DISC

#### **Finding the Right Team Member**

The D.I.S.C. system has helped many companies to place the right type of people at the right job. people-oriented may be more suited for this position.

#### **Building a Team**

To build an effective team, it is usually good to have people of different personality types to work together, so that the team dynamics would be more all-rounded.

#### **Motivating a team**

Using a banana to entice a cat to come out from the closet will likely yield little result. Similarly, understanding what motivates different people can help organisations motivate their staff with other than just monetary rewards.

#### **Conflict Resolution/Prevention**

Understanding how another colleague thinks and works can help to resolve conflicts and prevent misunderstandings.

## Register now

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M: +91-9820222774

E: info@seven.net.in



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## Certified Professional Behavioral Analyst

### Who Should Attend

Chief People Officers, Executive Directors & Directors, VPs, GMs, Heads of:

- Human resources
- Recruitment & staffing
- Compensation & benefits
- Performance evaluation
- Talent management
- Training & development
- Personnel
- Knowledge management
- Human capital

### Client Speak

*It has been a very professional relationship working with Seven. Always reliable, and there is a confidence that we are dealing with contemporary thoughts and approaches.*

*I personally put Seven in a different league, in a market where there is no dearth for run off the mill consultations and training solutions. Look forward to a long association with you.*

**Naresh Prasad Head - Learning & Development, APC Schneider**

*Seven People Systems is a truly a professional organization.*

*They give more than 100 % to any project given to them and complete it with complete enthusiasm. Working with them has been an enriching experience.*

**Bijal Sheth Sr. Training & HR Manager - Lakme Lever**

*Nikhil and his team are a bunch of great facilitators. Good Approach! Love to work with them again.*

**Divyangana Srivastava, AVP HR – Citrus Hotels**

*Very interesting session with useful real life examples. An essential session to build, motivate and manage teams.*

**Heather Gupta Head HR, UTV Group**

*Guarantee of excellent quality and value for money. Commitment level in ensuring client success and follow through*

**Bhaskar Bhattacharya VP - Talent and OD, Tata Sky**

### About Your Course Leader

**Nikhil K. Maini**

**Master Trainer – CPBA, CPVA, TriMetrix**

Nikhil Maini has a passion for working with people who want to develop their organisation and increase performance. Nikhil is principal director for Seven People Systems Pvt. Ltd., a premier HR Services organisation based in Mumbai. His specialty is supporting organisations to implement cultural change through leadership development.

Nikhil was born in Mumbai, India and for over 15 years he has worked for corporations in India, Australia and UAE. Working with Chairpersons, CEO's, Senior Management and Line Managers, Nikhil has consistently demonstrates measurable results. Today, Nikhil combines the best HR and Organisation Development models with solid business acumen to support the delivery of sustainable solutions to his clients.

Some of the Industry types Nikhil has worked with...

Aviation	Petroleum &	Media
Hospitality	Power	BPO & KPO
Finance and	Automobile	Consulting
Banking	Pharmaceutica	Logistics
FMCG	I & Healthcare	Education
Retail	DTH	Manufacturing
Shipping	Telecom	

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### DAY 1

#### Session 1:

- Session Introduction
- Certification Process
- Introduction to DISC, History and Concepts in Behaviors

#### Session 2:

- Defining DISC
- Defining Styles
- Construct of the DISC Profile

#### Session 3:

- Reading Graphs
- Reading Self Graph and Emotions
- Reading Others' Graphs and Practice Session

### DAY 2

#### Session 4:

- Coaching through GAPS
- Coaching People –Practice Sessions
- Feedback and Review

#### Session 5:

- Behaviour Style Match
- Blending Behaviors
- Adaptation Strategies

#### Session 6:

- Success Insights Wheel
- Applications of DISC
- Summary and Personal Objectives

#### PROGRAM SCHEDULE

0830 Registration and coffee  
0900 Morning session begins  
1030 Morning networking break  
1300 Networking luncheon  
1400 Afternoon session begins  
1530 Afternoon networking break  
1730 Course concludes

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The Club, Andheri-Juhu Link Road, Mumbai

29-30 July, 2011

#### COMPANY DETAILS

Name	Industry
Address	
Postcode	Country
Tel	Fax

#### ATTENDEE DETAILS

<b>1</b>	Name	Job Title
	Tel	Email
<b>2</b>	Name	Job Title
	Tel	Email
<b>3</b>	Name	Job Title
	Tel	Email
<b>4</b>	Name	Job Title
	Tel	Email
<b>5</b>	Name	Job Title
	Tel	Email

#### COURSE FEES AND PAYMENT DETAILS

##### Fees

₹20,500 per participant excluding service taxes (₹ 22, 612 including applicable taxes).

Name of Bank : HDFC Bank Limited,  
 Bank Address :The Amaltas CHS, Juhu - Versova link Road, Andheri-  
 West, Mumbai - 400053  
 Account: Seven People Systems Pvt. Ltd.  
 Current Account Number: 00192000025133  
 Bank SWIFT Code: HDFCINBB  
 Bank's IFSC Code for RTGS and NEFT: HDFC0000019 & Bank's MICR  
 Code: 400240009

#### TERMS & CONDITIONS

1. The course fee is inclusive of the event proceedings, materials, refreshments and lunch. Upon the completion and receipt of the registration form a confirmation letter and invoice will be sent.

2. Seven People Systems request that all payments be made within 5 working days of the invoice being issued. Please note that full payment must be received prior to the event. Only delegates that have made full payment will be admitted to the event. You may pay via, bank cheque or Electronic Funds Transfer (EFT). We will not be accepting cash, cheque or other payments at the event.

3. Substitution & cancellations policy. If for some reason the delegate cannot attend they are allowed to send a substitute in their place. We welcome written notifications of all substitutions up to seven days prior to the event. No refunds will be given in case the participant cancels within 7 days of the program date.

4. Seven People Systems will at all times seek to ensure that all efforts are made to adhere to meet the advertised package, however we reserve the right to postpone, cancel or move a venue without penalty or refunds. If an event is cancelled Seven People Systems will not be liable for client's airfares, hotels costs or other travel costs incurred. If force majeure were to occur Seven People Systems accepts no responsibility or liability for any loss or damage caused by events beyond their control, including, but not restricted to strikes, war, civil unrest, flight delays, or any adverse weather conditions.

5. Upon receiving this signed booking form, you the client hereby consent to Seven People Systems to keep your details for the use of future marketing activities carried out by Seven People Systems and 3rd party organizations & partners.

6. Copyright and Intellectual Property. Any redistribution or reproduction of part or all of the contents in any form in connection to this event is prohibited without prior written consent by Seven People Systems.