



**SPENC Integrated Services & Consulting Ltd**

Training | Consulting | Research | Publication

We help individual employees or the business as a whole stay future-ready

## **Want to Manage Employees and Build Teams more effectively?**



SPENC Integrated Services & Consulting Limited (SISCL) is a human resources development and consulting company. We rely on a large and very diverse pool of highly skilled professionals (veteran SPE senior members) to offer a broad range of specialised human resources development and consulting services to the oil and non-oil sectors of the economy.

SISCL offers specialized suite of instructor-led training programs for oil and gas and non-oil industry professionals ranging from technical trainings, short courses, soft-skills training, leadership masterclass, workshops, and hands-on onsite bespoke training programmes for new hires, for use of new tools, understanding of new processes, and adoption of new technologies.

Our consulting expertise which cut across a broad range of business and technical knowledge areas to clients in the oil and gas sector includes R&D studies, laboratory studies and design, field tests, process optimization intervention studies, technical staff recruitments, recruitment

# **TRAINING COURSES**

**Register Now**



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# Workplace Personality and Effective Communication using DISC

Duration: 3 Days

Date: TBN (Multiple upcoming schedules - call us to discuss)



## JUSTIFICATION

Companies and organizations spend a lot of time and effort to set up structure, recruit, hire the best employees, and sometimes train them, but often leave out their ability to communicate effectively to luck and chance. Unfortunately, this has adverse effects on the performance of the employees and productivity of the organization. Almost in every workplace, we experience cases where bosses that have Dominant personalities are seen as being too domineering, and employees that show Influencing personalities might be seen as unserious. Colleagues that have Steady personalities might be seen to be too laid-back and those with Compliant personalities might be seen as suffering from analysis paralysis. All these differences in personality of employees can make the work place toxic if the organization does not provide employees with adequate training on how to understand their personality and harness the strength in their differences.

This course is an in-depth study of The John Maxwell DISC Method (Personality Profile), which provides organizations with the opportunity to help their employees grow themselves by understanding their personalities and what naturally drives them. When we recognize our strengths and weaknesses, we are able to give our best and it makes it easier to work with people. Imagine the possibilities, if we could tap into our greatest motivations and that of those around us. This would dramatically improve our relationships and accelerate our results because our individual personality affects every aspect of our life.

Everyone we encounter is motivated differently, communicates differently, and view tasks and relationship differently. This course will help you achieve greater success when you learn to value your strength as well as those of others, making it easy to get along with anyone, even if you are not a "people person".

## LEAD FACILITATOR

TEMITOPE OSHUNTUYI



Temitope Oshuntuyi is a Certified Coach, Trainer, and Speaker with over 10 years' experience, helping professionals develop their leadership and communication skills. He is also a certified Behavioural Analysis Consultant, helping people recognize their strength, limitations and how to connect with other personalities. He is a personal growth enthusiast; he believes that no one can achieve greater things without growing themselves first.

As an ardent SPE member, he has served with SPE International at the local, regional, and international levels. He is a recipient of the SPE International 2019 Regional Public Service Award. He served for 9 consecutive years from 2010 - 2019 on SPE Lagos Section Board and 12 consecutive years on SPE Nigeria Council Committees from 2010 till date, holding several positions including Section Chair, Section Director, SPE Nigeria Council Secretary and SPE International Student Integration Chair.

For more information on Temitope:  
L i n k e d i n :  
<http://linkedin.com/in/temitope-oshuntuyi-76a62629>

## COURSE OUTLINES

- Introduction to behavioural analysis
- Understanding and applying DISC personality model
- The Trust Model
- Behavioural principles
- Principles of motivation
- DISC fundamentals
- Compatibility of various behavioural styles
- Application of personality system
- Case Study: Conflict Resolution and Team Building
- Effect of personality on personal Growth
- Personal motivators
- Communication goals
- Strength-based approach to influencing people

## TARGET PARTICIPANTS

Individuals and Teams who wish to develop their communication and conflict resolution skills including Early Career Professionals, Mid-Career Professionals, Senior Management and C-suite Executives.

## DELIVERY METHODS

The delivery format includes taking personality tests, short courses, video examples, group discussions, practical demonstrations, printed graphics and Q&A sessions. Participants will also be able to role play different personality style to enable them understand the difference and strengths of each personality and how it will help them achieve more in their day to day activities.

## FEES:

**N300,000 per participant**

20% discount for group registrations above 5 persons (The discount applies on the additional participants above the initial five.

\* Others: Dubai, Kigali and UK (available on request)

For training bookings and enquiries, please contact us:

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**Register Now**

