

## IACCM-IÉSEG 2019 Pre-Congress Workshop:

### Global DISC™ - Professional Global Mindset Certificate

**Facilitators:** Anna Zelno (bio below)

**Duration:** 31 October 2019, 1 full day from 9.00 – 18.30

**Keywords:** global mindset, assessment, unconscious bias, diversity and inclusion, leadership, cognitive diversity

**Abstract** Organisations spend a fortune on recruitment and employee engagement programs, yet they are struggling to attract new talent and keep their best people.

60-80% of all problems in a company are due to clash of values, personalities and leadership challenges. They stem from the same source, the lack of understanding of why people think and behave differently and how to turn those differences into synergy instead of painful liability.

Global DISC™ is a multi award-winning, ICF accredited program explaining how personality type AND cultural background influence our behaviour and why we do act, feel and think the way we do. This program seamlessly integrates the latest business data with the most researched models into a practical, modern solution to unlock the potential within and between people.

#### **Objectives:**

During this workshop participants will be able ...

- to decode their own “software of the mind” and learn more about their personalities, cultural preferences and underlying values driving their behaviour,
- to learn how they are perceived by people who are different, and how it might impact their collaboration,
- to understand the blueprint of why people think and behave differently and use the potential of diversity as a source of innovation and high performance,
- to design a Global Mindset personal development plan based the results of the Global DISC,
- to learn few coaching skills and collaborative techniques to bring out the best in yourself and your team,
- to learn how to use Global DISC with teams and in organisations,
- to measure the intercultural gap between individuals and teams.

## PRICE PER PERSON – 290€

This includes: [Global DISC assessment](#) (worth £97), [Quest](#), 3 months interactive coaching platform (worth £47), PDF copy of the training material, certificate of completion, coffee breaks.

## Workshop Outline

### Part 1. Leading in a VUCA World

The science of uncommon sense  
The benefit of global mindset and the cost of not having it  
The power of perception and unconscious bias

### Part 2. Decoding the software - individual level

Reading and understanding the blueprint of individual mindset  
Personal elevator pitch

### Part 3. Unlocking the potential of group's cognitive diversity

Discovering the blueprint and cognitive diversity index of the group mindset  
Coaching skills and collaborative techniques to turn differences into synergy

### Part 4. Looking into the future

Personal development plan  
GLOBAL DISC as an accelerator of change - How to use the report

## Facilitator



### Anna Zelno

Diversity & Inclusion Consultant

Licensed Partner [ICQ Global](#)

Business Partner [interculturales España](#)

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For past fifteen years she's been designing and delivering learning and development consulting project with focus on diversity for multinational companies and public administration. She

combines her consultancy work with teaching at universities and business schools and working with NGO's specialised on migration and intercultural mediation.

Anna has living and working experience in Poland, Germany and Spain and has been working with managers and executives from multinational companies in different countries in Europe, South America and Africa.

Anna is certified in the following tools: Culture Detective®, Global DISC®, Globe Smart®, Intercultural Readiness Check®, Virtual Performance Improvement® and big fun of Diversity Icebreaker®.. Anna is also co-author of diversophy® Barcelona and diversophy® Diversity and Inclusion, the new game for all Diversity Champions.

She holds B.A. degree of German Philology (Poland), MA degree in Applied Linguistics and Cultural Studies (Germany) and MA degree in Talent Management (Spain).

Anna Zelno was President of SIETAR Spain between 2017-2019 and is current board member of SIETAR Europe, she is also co-founder and honor member of SIETAR Polska.

## Testimonial voices

"Global DISC is a powerful tool for Intelligent Leaders to leverage personal and cultural differences for competitive advantage, to enable trust and to build high-performing teams at home and globally."

*John Mattone, the #1 Authority on Intelligent Leadership and the World's Top Executive Coach, Steve Jobs' former coach*

"Bridging the gap between our intention and the actual impact on others is the foundation of great leadership. Global DISC makes this process clear and highly actionable."

*Marshall Goldsmith - Only two-time Thinkers 50 #1 Leadership Thinker in the world.*