

30th July 2020

FREE TASTER ONLINE SESSION
FOR HR & TRAINING PROFESSIONALS

ASSESSMENT

CHECK

EVALUATE

How to Apply Assessments into People Development Program

People development is critical for business growing, in real world, we don't have enough time to read employee one by one. Assessments are effective tools to help us to quickly understand employee's current situation and assist us to set suitable development plan for them.

If we treat us as an iceberg in the sea, our behaviors are easier to be observed, our thinking pattern, values and motivators are invisible, though they play vital roles in our lives.

In our half day demo, we will share:

- ClarkMorgan – TTI Assessments
- We will share the full image of assessments, it includes DISC, ACI, Motivator, EQ, DNA, which assist us have comprehensive understanding on the strengths of each tool
- Case studies
 - Q&A



DATE

July 30th, 2020

TIME

10:00 - 11:30

TRAINER

Derreck Lilly
Trainer & Facilitator

LANGUAGE

English

PLATFORM

Zoom Webinar
The demo room information will be sent to your email in the registration confirmation letter.



REGISTRATION CONTACT

Joyce Sun/Joyce.sun@clarkmorgan.com





How to Apply Assessments into People Development Program

AGENDA

- 🌀 Initial Engager & Intro - Thumbs Up/Down (exercise) (10 min)
- 🌀 What's Your Style & How does that affect your work/team ? (10 min)
- 🌀 How Motivation affects you and your team (10 min)
- 🌀 Succession Planning for high potentials (15 min)
- 🌀 How EI can help your high potentials & Leaders (10 min)
- 🌀 Putting it all together (5 min)

Initial Engager exercise – Thumbs Up/Down

Intended to get everyone involved and to understand how different elements within people's personality affect the way they work, interact with others and how others can best work with them. Through this exercise, we set up how workplaces can adjust to maximize their personnel's potential.

Module#1 - What's Your Style and How does it affect your work?

We all have developed certain habitual communication styles that we default to without thinking regardless of changing situations, audiences or objectives. As a result, too often, our habits get in the way of achieving our objectives. Choosing the wrong style at the wrong time for the wrong reason creates conflict and disconnection. Those individuals that choose the right style at the right time for the right reasons always make positive impact on other people and situations.

Here we help identify which styles you typically default to and how those may help or hinder you & your teammates at work.



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Module#2 - How Motivation affects your work.

To maximize your teammate's impact in different situations, you need to understand their essential motivators so you can help drive their peak performance.

In this module, we dissect both key motivators and how different ways of handling the same individual will result in vastly different reactions.

Module#3 - Using Competency Assessments to Strengthen Your Organization

Now that we understand each style, we need to practice changing our style to maximize our impact in different cases. Through these real case studies, you will see the impact they can make by using the best suited one. By experiencing them and discussing your own real life case examples, you will take the first giant step towards making the behavioral change necessary to increasing your impact.

Module#4 - How EI can help your high potentials & Leaders.

Technical skills get you the job and the promotion, EI makes you a leader. The radical shift an employee must make from SME to senior leader requires a neurological shift from task to people, data to big picture, & practical to theoretical. Those employees with a strong Emotional Intelligence find this shift far easier to make as it helps them to be objective, the building block of all senior leader's skills.

TRAINER PROFILE

Derreck Lilly



Nationality: America

Language: English

Derreck has worked as a professor, coach, facilitator, communications coach, and now executive coach over the course of the last 25 years with the last thirteen in Asia. He specializes in working with corporate employees at all levels to hone their messages, build & manage teams and work well with colleagues and clients to maximize business outputs.

He has worked with multi-nationals from six continents - Asia, North & South America, Europe, Africa & Australia within diverse industries throughout the Fortune 500 index and beyond.

An adjunct professor at Shanghai's Fudan University, he specializes in a wide range of communication competencies. Lately he has primarily focused on helping multinational corporate managers adjust to the new style of leadership required due to the new political and regulatory climate and high exposure multimedia world.

Training/Coaching Experience
25 Years

Accreditations

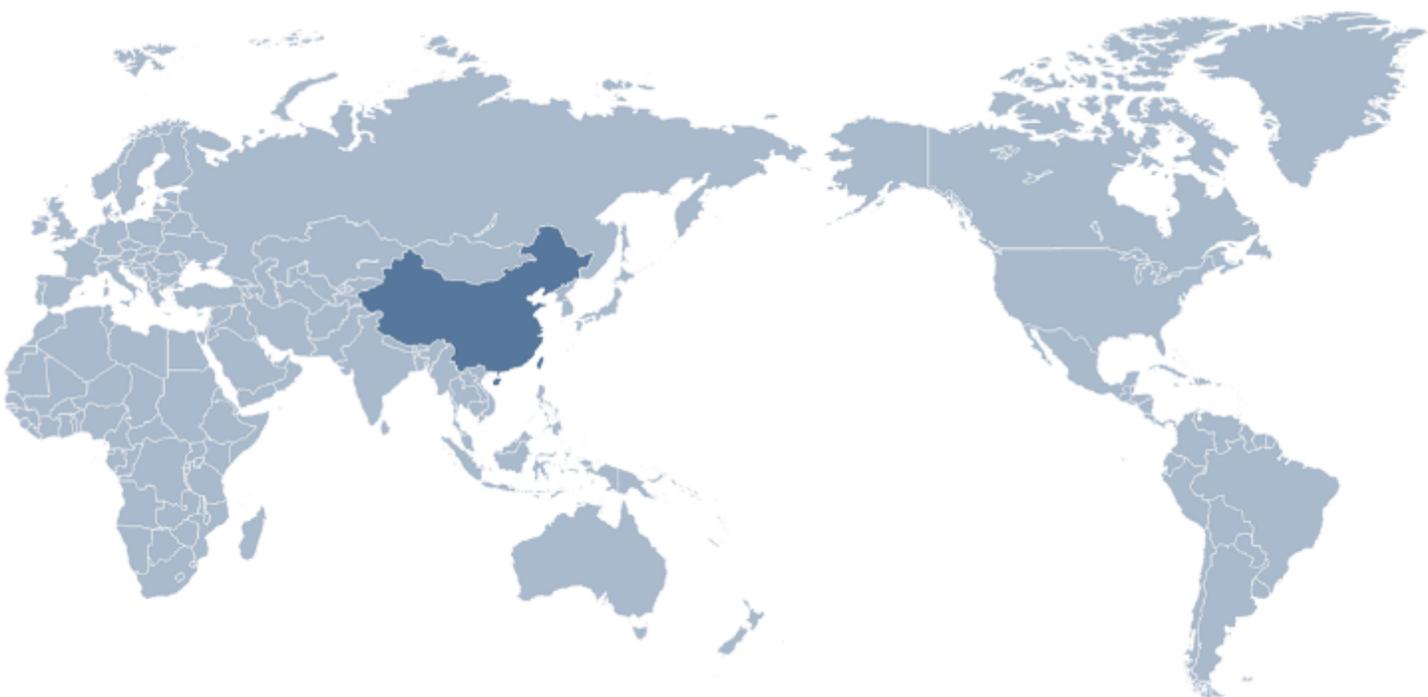
- Masters Degree in Teaching
- Undergraduate: Political Science & Psychology
- NLP Practitioner (in progress)
- TTI DISC Certified

Derreck started his professional career as an Asian Studies professor and has focused his learning on understanding the complex cultural, language and communication differences among all peoples and specifically North America/Europe and China. In 2007, he organized and led a team of professionals to revamp the Shanghai education system by effectively integrating Western application oriented and Eastern acquisition oriented teaching methodologies.

His passion for helping corporate employees to change their mindset, behavioral habits and control their messaging has translated into his client's success. Quotes like the one below say it all . . .

Some of Derreck's clients:





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