

Discover the Power of DiSC

Unlock engagement, inspire collaboration, and ignite cultural transformation.

Everything DiSC is a personality profiling tool, used to forge team effectiveness, drive sales growth, improve managerial skills and efficiently resolve conflict.

- Simple 20-25 minute online series of questions
- Immediate access to your **company 'portal'**
- Learn in depth about **your own style** – all styles equally valid
- **Compare with colleagues** to create understanding and cooperation
- **Build groups** to understand team dynamics and encourage collaboration
- Additional modules are available to enhance **emotional intelligence, management, sales/BD, and productive conflict**

Dominance

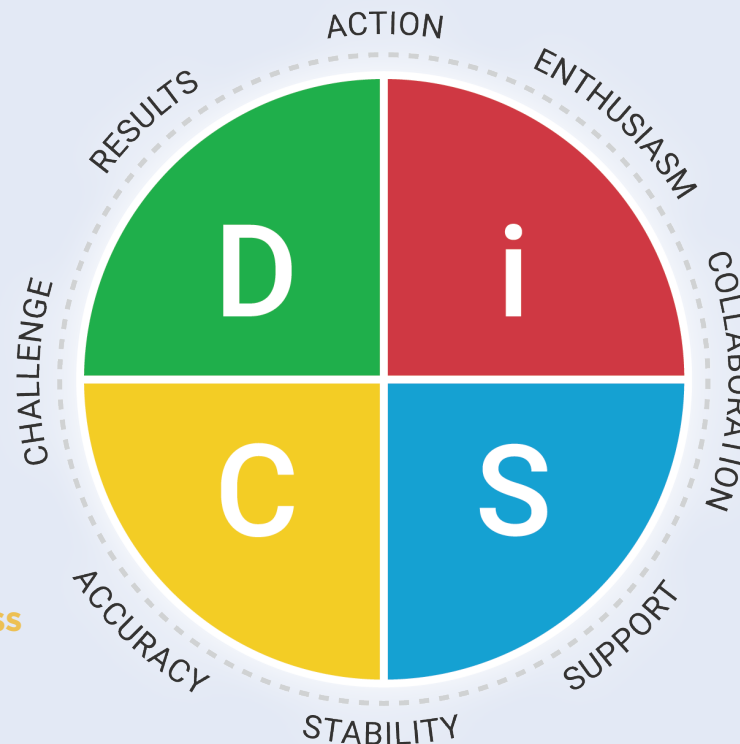
- Direct
- Firm
- Strong-willed
- Forceful
- Results-orientated

Questioning & Sceptical

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic

Fast-Paced & Outspoken



Influence

- Ongoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Accepting & Warm

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

Cautious & Reflective

About Orbit

If you are looking for a business partner who will deliver tailored programmes designed to develop your most important and valuable asset - your people - Orbit is for you. A specialist people development consultancy with expertise in:

Dynamic Leadership

Empowering, energising and engaging your key people.

Sales, Growth & Productivity

Utilising the latest techniques and scientific research to maximise your financial performance.

Team Effectiveness & Employee Engagement

Delivering high-performing teams, company-wide engagement and inspirational culture.

How Do We Do It?



Assessing

We have a range of carefully selected behavioural and functional assessment tools we use to form the foundations of your bespoke Orbit programme.

Coaching

Coaching your team, as part of your programme, often plays a major role in building longevity and achieving tangible results that are sustainable and focused on the organisation's specific goals.

Training

We share powerful, relevant material via compelling, interactive workshops that are entirely geared to the firm and its objectives.

Everything DiSC provides the foundation to build a high performing team and enables further people development programmes.

Outcomes

FOR ALL:

Practical tools that will enable your people to adapt to the style of others, ultimately improving engagement, collaboration, and the overall quality of the workplace.

FOR LEADERS:

Concrete strategies to help leaders adapt to the styles of their direct reports, enabling them to bring out the best in their people.

FOR SALES:

Indepth, sales-specific tips, strategies, and action plans to help salespeople become more effective.

FOR BEST RESULTS, PRODUCTIVITY & HARMONY:

Personalised techniques to curb destructive behaviours so that conflict can become productive.

FOR ORGANISATIONAL CULTURE:

An emotionally intelligent workforce that can support your thriving culture - no matter where they are.

WORKPLACE

Benefits every person in the organisation building more productive and effective relationships at work. It teaches participants to understand themselves and others, while learning to appreciate the different priorities, preferences, and values each individual brings to the workplace.

SALES & BD

Help salespeople successfully create customer-centric interactions that improve results. Participants learn how to stretch beyond their natural sales style to more effectively adapt to their customers' preferences and expectations. Enabling dynamic communications in complex decision-making scenarios with multiple people and varying styles.

PRODUCTIVE CONFLICT

Increases self-awareness around conflict behaviors and helps participants effectively respond to the uncomfortable and unavoidable challenges of workplace conflict. Rather than focus on a step-by-step process for conflict resolution, it offers personalised techniques to curb destructive behaviors so that conflict can become more productive.

MANAGEMENT

Increases the effectiveness of anyone in a management role. Participants deepen their understanding of themselves, their direct reports, and their own managers using the DiSC® model. They also learn how their management style influences their approach to decision-making, time management, and problem solving.

AGILE EQ

Teaches participants to read the emotional and interpersonal needs of a situation and to respond accordingly. By combining the personalised insights of DiSC® with active emotional intelligence development, participants discover an agile approach to workplace interactions and learn to navigate outside their comfort zone, empowering them to meet the demands of any situation.

THE NEXT STEPS

Let us know what you would like to do next by emailing amanda.p@orbitbusinessdevelopment.com our Office Manager with your thoughts, possible dates and contact details.

**REQUEST
A CALL**



**Challengers.
Enablers.
Trusted Advisors.**

Benefits of using Everything DiSC

✓ SELF-AWARENESS

Gain a deeper understanding of your own preferences and ways of working. How you prefer to communicate and collaborate.

✓ COLLEAGUES

Find ways of adapting to increase effectiveness with key colleagues in your organisation.

✓ TEAM DYNAMICS

Develop strategies for increased cohesiveness and steps to build a highly performing team.

✓ CUSTOMERS & BUSINESS DEVELOPMENT

Use the new-found knowledge of adaptive people strategies to improve the way you work with key contacts externally.

✓ INTERNAL STAKEHOLDERS

Find more effective ways of positioning projects and activities to gain quicker and deeper buy-in.

✓ PRODUCTIVE CONFLICT

If disagreements occur, **Everything DiSC** can be used to highlight why people see things differently and suggest productive strategies to resolve.



"Being able to get to know my colleagues and how to approach them will help improving communication, as well as identifying the profile on customers/suppliers."

"The portal is a great help and something I can constantly refer back to. The portals feature of grouping people together is also really useful."

"Really impressed with the personality side and key drivers of those personality types - will help make better relationships going forward. Great to understand how different personality types react and how to manage/motivate them going forward."

"Provided me insight and examples of how things frustrate others. Really useful to enable me to work more effectively with the leadership team."

A few from our Business Team



Andy Hewitt

Managing Director

As an experienced leader with 25 years cross-sector experience in B2B and B2C, Andy brings best practice from his time as Commercial Director with Nestlé and Procter & Gamble.



Vicki Jackson

Senior Consultant

An NLP Business Coach with a strategic board level background and a wealth of experience in business development and marketing for blue-chip finance and FMCG brands, Vicki contributes great expertise in the development of Orbit programmes.



Michael Luckett

Senior Consultant

A highly-qualified business coach and non-practising lawyer. Mike worked for Ashurst LLP and has a background in international law recruitment.



Gill Barstow

Customer Services Director

The head architect of Orbit programmes, Gill leads many projects and understands well the kind of business challenges busy executives face. She also understands how to achieve the best outcomes and is a trusted advisor to our clients.



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MEET THE REST OF THE TEAM