

Grow to Lead

Building Stronger Leaders to Drive Results

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Aug 6, 2025



Plan. Implement. Excel.

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Session: Connect Through Conversation

- Understand the leadership tools your leaders are adopting.
- Align leadership growth with your organizational goals.

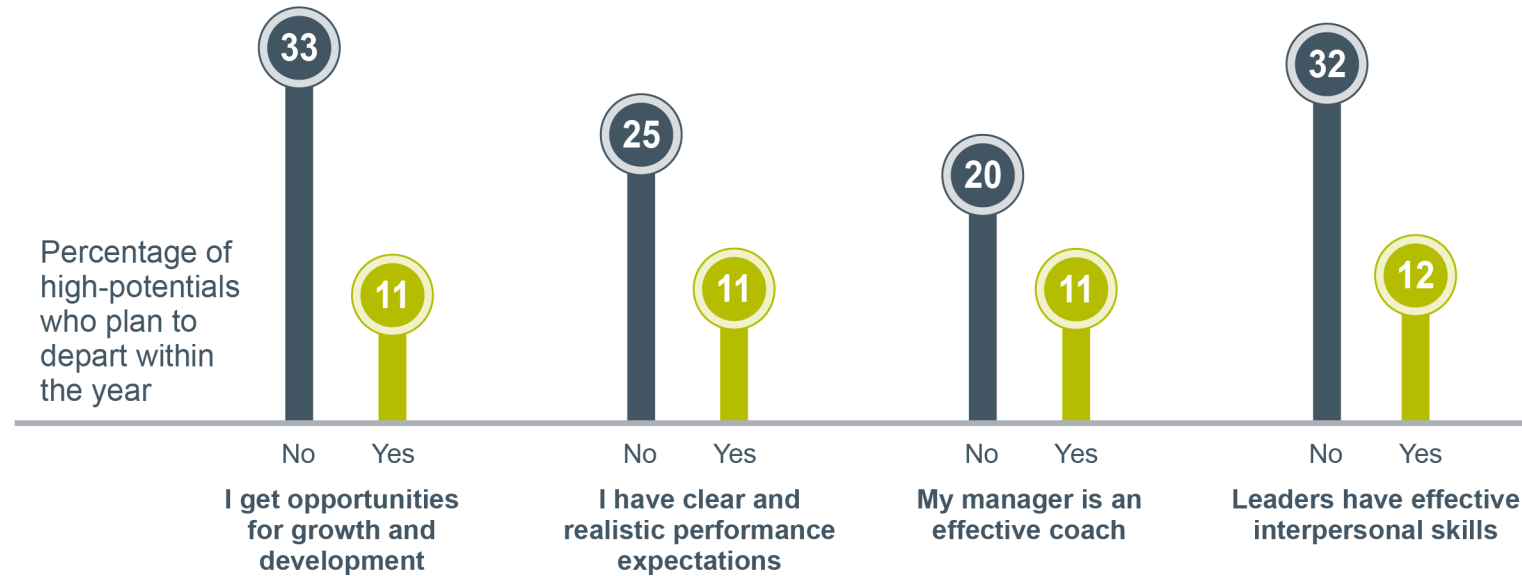
Session: Connect Through Conversation

The Supervisor's Role

A new or emerging manufacturing leader must balance **technical expertise with leadership skills**, focusing on clear communication, team development, and problem-solving.

Managers Influence Retention

Key Drivers of High-Potential Retention



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Leader's Impact



The Cost of Bad Managers in Manufacturing: Effects, Solutions, and Coping Strategies

BY: LAAVANKUMAR NYANA SEGARAN

THE COST OF A **BAD** MANAGER

According to DecisionWise research¹, employees with a *negative perception* of their manager **LEAVE THE COMPANY AT A RATE OF 56% MORE THAN USUAL.**

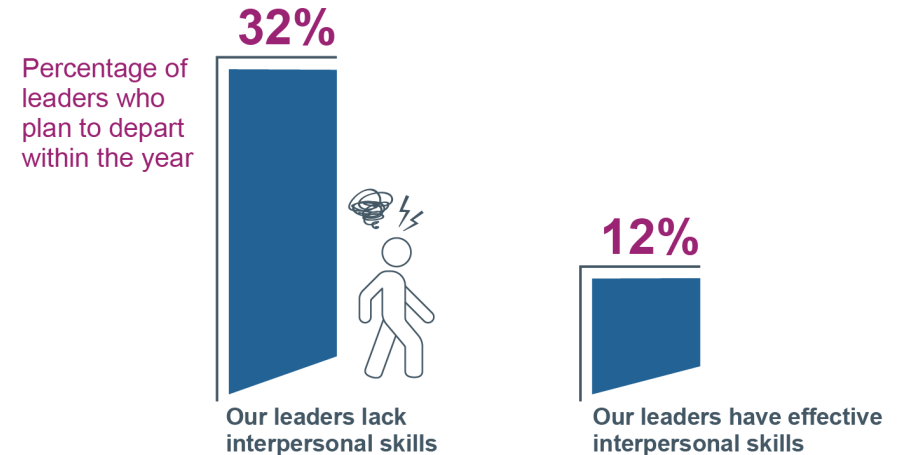


The average turnover rate across all industries is around

26.3%

(according to the Bureau of Labor Statistics²)

Employees Won't Tolerate Ineffective Interpersonal Skills



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Business Impact of Engagement

Groups with highly engaged members have:

- Greater productivity.
- Higher profitability.
- More satisfied customers.
- Fewer safety incidents.

Source: Gallup Consulting, *The State of the Global Workplace: A Worldwide Study of Employee Engagement and Wellbeing*, 2010.

Engaging & Retaining Talent Session

Knowledge

- Explore what leaders can do every day to engage team members.
- Learn factors that drive engagement and retention as well as actions leaders can take to boost both.

Dynamic & highly interactive

- Discuss signs of disengagement and prepare to proactively engage their team and retain critical talent.
- Practice initiating a discussion with the valuable contributor for retention.

Everyday Engagers

Participants receive a Course Journal & Job Aid



Meaningful Work
What I do matters.



Positive Environment
This is a great place to work.



Individual Value
I'm appreciated and encouraged to grow.



Talk about it.



Ask questions
with curiosity.



Communicate
nonverbally.



Listen first
when
problem-
solving.



Show respect
for others,
their
contributions,
time, and
efforts.



Recognize
results,
constructive
efforts, and
positive
attributes.



Be sincere.



Connect
with intent
to virtual
and hybrid
team
members.



Be intentional
about
promoting
inclusion and
curtailing
exclusion.

Understanding DiSC

Session Goals:

- Discover your natural reaction to different DiSC® work styles.
- Identify which styles are easier to work with and which present challenges.
- Use DiSC® to better understand the preferences and priorities of the people you work with.
- Learn strategies others have used to bridge style differences and foster collaboration.
- Practice applying DiSC® to build stronger, more effective relationships at work through simulation and group discussions.
- Create a personalized action plan to enhance your communication and connection with others.

Cornerstone Principles & Introduction

Introduction

WHAT IS EVERYTHING DiSC®?

Alex, have you ever wondered why connecting with some people is easier for you than with others?

Maybe you've noticed that you relate better to colleagues who focus more on teamwork and providing support.

Or, maybe you're more comfortable working with those who take a more easy-going approach than those who approach every task with intensity.

Or, perhaps you relate best to people who are more diplomatic than forceful.

Welcome to Everything DiSC Workplace®. The DiSC® model is a simple tool that's been helping people to connect better for over thirty years. This report uses your individual assessment data to provide a wealth of information about your workplace priorities and preferences. In addition, you'll learn how to connect better with colleagues whose priorities and preferences differ from yours.

CORNERSTONE PRINCIPLES

- All DiSC styles and priorities are **equally valuable** and everyone is a blend of all four styles.
- Your work style is also influenced by **other factors** such as life experiences, education, and maturity.
- **Understanding yourself** better is the first step to becoming more effective when working with others.
- Learning about **other people's DiSC styles** can help you understand their priorities and how they may differ from your own.
- You can improve the quality of your workplace by using DiSC to build more **effective relationships**.

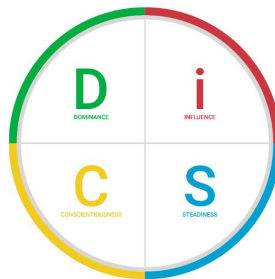
OVERVIEW OF THE DiSC MODEL

Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic



Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

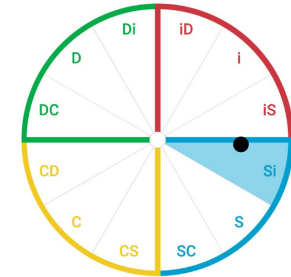
- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

Your DiSC® Overview

YOUR DOT

This report is personalized to you, Alex. In order to get the most out of your *Everything DiSC Workplace® Profile*, you'll need to understand how to read your personal map.

As you saw on the previous page, the Everything DiSC® model is made up of four basic styles: D, i, S, and C. Each style is divided into three regions. The picture to the right illustrates the 12 different regions where a person's dot might be located.



Your DiSC® Style: Si

Your dot location shows your DiSC® style. **Because your dot is located in the S region but is also near the line that borders the i region, you have an Si style.**

Keep in mind that everyone is a blend of all four styles, but most people tend strongly toward one or two styles. Whether your dot is in the center of one style or in a region that borders two, **no dot location is better than another**. All DiSC styles are equal and valuable in their own ways.

CLOSE TO THE EDGE OR CLOSE TO THE CENTER?

A dot's **distance from the edge** of the circle shows how naturally inclined a person is to encompass the characteristics of his or her DiSC style. A dot positioned toward the edge of the circle indicates a strong inclination toward the characteristics of the style. A dot located between the edge and the center of the circle indicates a moderate inclination. And a dot positioned close to the center of the circle indicates a slight inclination. A dot in the center of the circle is no better than one on the edge, and vice versa. **Your dot location is about halfway between the edge of the circle and the center, so you are moderately inclined and probably relate fairly well to the characteristics associated with the Si style.**

WHAT'S NEXT?

Now that you know more about the personalization of your Everything DiSC Workplace Map, you'll read more about what your dot location says about you. Then you'll learn about your personal map shading and priorities, and discover how this affects your preferences. After that, you'll learn some basics about the other DiSC styles and how to use that information to connect better with everyone in your workplace.

Working with DiSC Styles

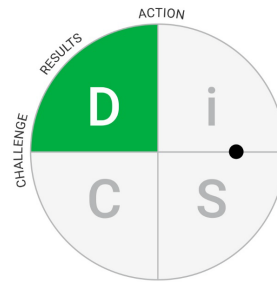
The D Style & You

HOW MIGHT YOU REACT TO THE D STYLE?

Imagine that you regularly interact with someone with a D style. She's well-respected by the organization as a go-getter who delivers on her promises, but you probably find her direct, businesslike approach to be overly aggressive. Also, because you tend to be friendly and supportive, you may have trouble relating to her competitive drive for results.

Unlike others with the Si style, you share her priority of action, so you may welcome her desire to move quickly. To you, this colleague seems to thrive on rapid progress, driving toward bold and dramatic change, and you're usually comfortable with this kind of fast-paced and dynamic work environment. Still, because you value people's feelings and want to accommodate everyone's needs, you may wonder why she seems to push her ideas through without considering how they affect other people.

Furthermore, since you do your best to stay focused on the positive, you may not relate to her skeptical and questioning nature very well. She may not seem as interested in teamwork as you are, and you might wonder why she seems to prefer to challenge ideas rather than collaborate with people.



To you, people with the D style may seem:

- Blunt
- Forceful
- Demanding
- Dominant

WHAT IS THE MOTIVATION FOR THEIR BEHAVIOR?

Results

People with the D style tend to be strong-willed individuals who prioritize **Results**. Because they are so driven, they constantly look for new challenges and opportunities. They strive for success and won't give up just because they run into a few obstacles. You may find their competitiveness difficult to relate to, but they're naturally determined to push to succeed.

Action

In addition, they prioritize **Action**, so they focus on achieving their goals quickly and forcefully. Cautious and predictable environments are particularly tedious for them, and they may get impatient if others spend a lot of time analyzing ideas rather than acting on them. Since you also like to move quickly, you probably have little trouble relating to their bold style.

Challenge

Furthermore, those with the D style also prioritize **Challenge**. Because they want to control outcomes, they're often questioning and independent-minded. They are unlikely to accept things they're unsure about, and they won't hesitate to challenge ideas that they don't agree with. Since you prefer to cultivate friendly relationships with others, you may have trouble relating to their sometimes challenging approach.

Working with the DiSC[®] Styles

As you read about the DiSC[®] style of a person you want to work more effectively with, write down general characteristics of the DiSC style that are difficult for you to deal with and characteristics that you appreciate.

WHAT'S DIFFICULT FOR ME: WHAT WORKS FOR ME:

	WHAT'S DIFFICULT FOR ME:	WHAT WORKS FOR ME:

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Working with DiSC Styles

Taking Action

Alex, given everything you've learned about your style, what follows are **three key strategies** that might help you work more effectively with all the people in your workplace.

1 BE FIRM AND STAND YOUR GROUND

You may find it hard to take a firm stance when you feel you're being pressured to take a different direction. As you've probably discovered, a lot of people are willing to push their plans on someone who they think will give in. If you continually back off from your own ideas too easily, people might assume you're generally indifferent, and they may have less regard for your preferences in the future.

- Remind yourself that just because others are confident doesn't mean their ideas are better than yours.
- Consider the long-term consequences of letting your ideas be stifled.

2 FOCUS ON FOLLOW-THROUGH

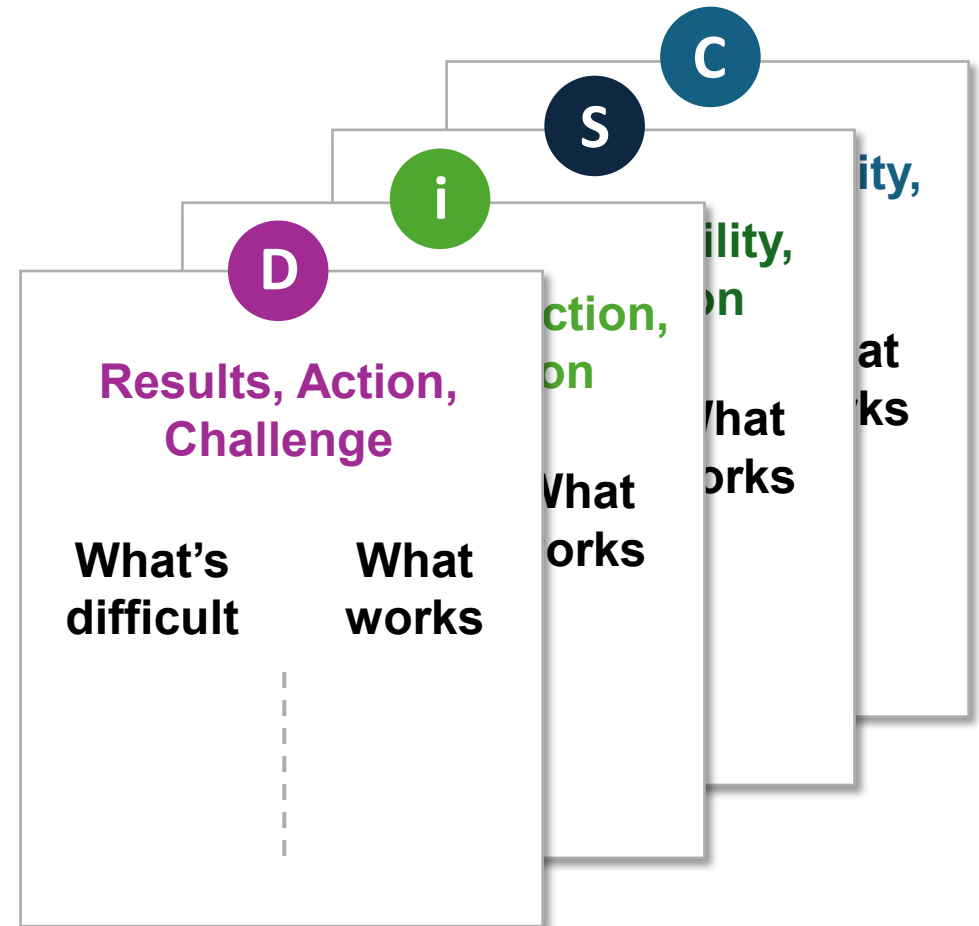
Because you tend to be optimistic and agreeable, you may commit to more tasks than you have the time to complete. When you aren't realistic about what you're capable of, you may end up making promises that you can't keep, and this can have a negative impact on workplace relationships. Remember that people will appreciate your efforts to set realistic expectations, even if you have to tell them "no" at times.

- Set reasonable goals that you'll be able to deliver on.
- Remind yourself that others will have to carry your weight if you bite off more than you can chew.

3 ACKNOWLEDGE PROBLEMS RATHER THAN GLOSSING THEM OVER

You probably prefer to keep an upbeat attitude and look at the bright side of things. But because you tend to skim over problems rather than facing them head-on, you may allow small issues to become more serious than they need to be. Remember that responding quickly with a direct approach can help prevent unpleasant consequences.

- Confront potential issues with others right away so they don't turn into even bigger problems.
- Work to strike a balance between being optimistic and being realistic.



From Understanding Yourself to Engaging Others

DiSC®: Helps you understand your communication style, motivators, and stressors, as well as how to work effectively with different styles.

Connect through Conversation: Builds on these insights by giving you practical skills to create meaningful, productive conversations that strengthen relationships and drive performance.

Together, they help you:

- Recognize differences in how people interact.
- Adapt your approach to meet others where they are.
- Turn self-awareness into leadership impact.

**LEADERSHIP
DEVELOPMENT**

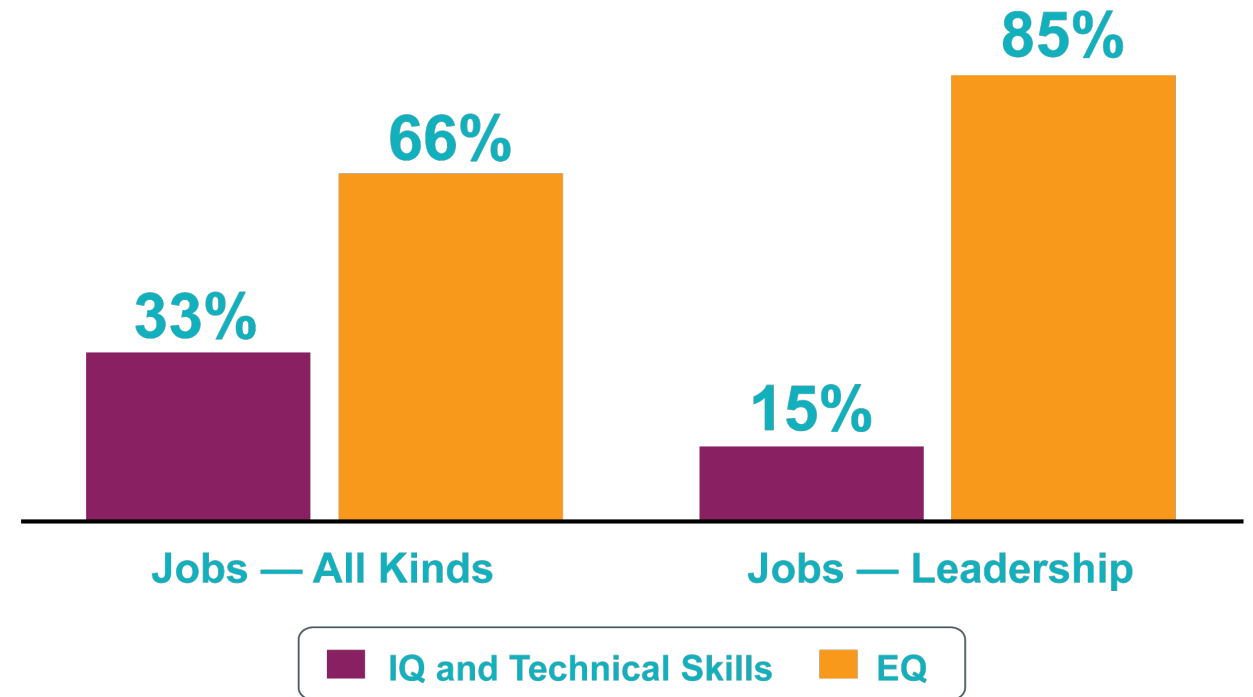
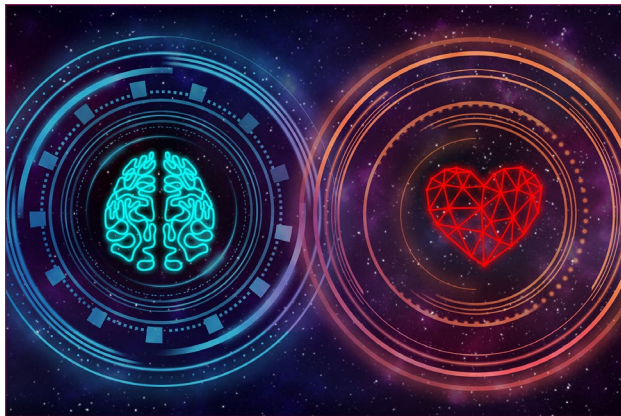
Connect Through Conversation

Course Objectives

- Recognize and nurture the potential within others to grow and change.
- Flex their approach to meet the unique needs of each person, whether they're coaching for success or for improvement.
- Guide, inspire, support, and empower in the moment.
- Ask questions, connect at a human level, and energize into action.

What Makes for Success?

Emotional intelligence is the ability to manage yourself and your relationships with others so that you truly live your intentions.

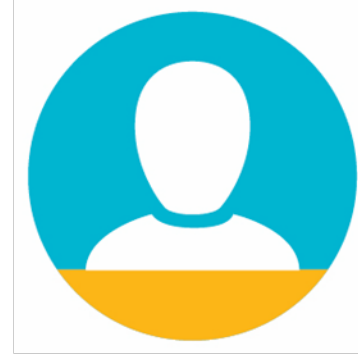


Source: *Emotional Intelligence: Why It Can Matter More Than IQ*, by Daniel Goleman

Personal and Practical Needs

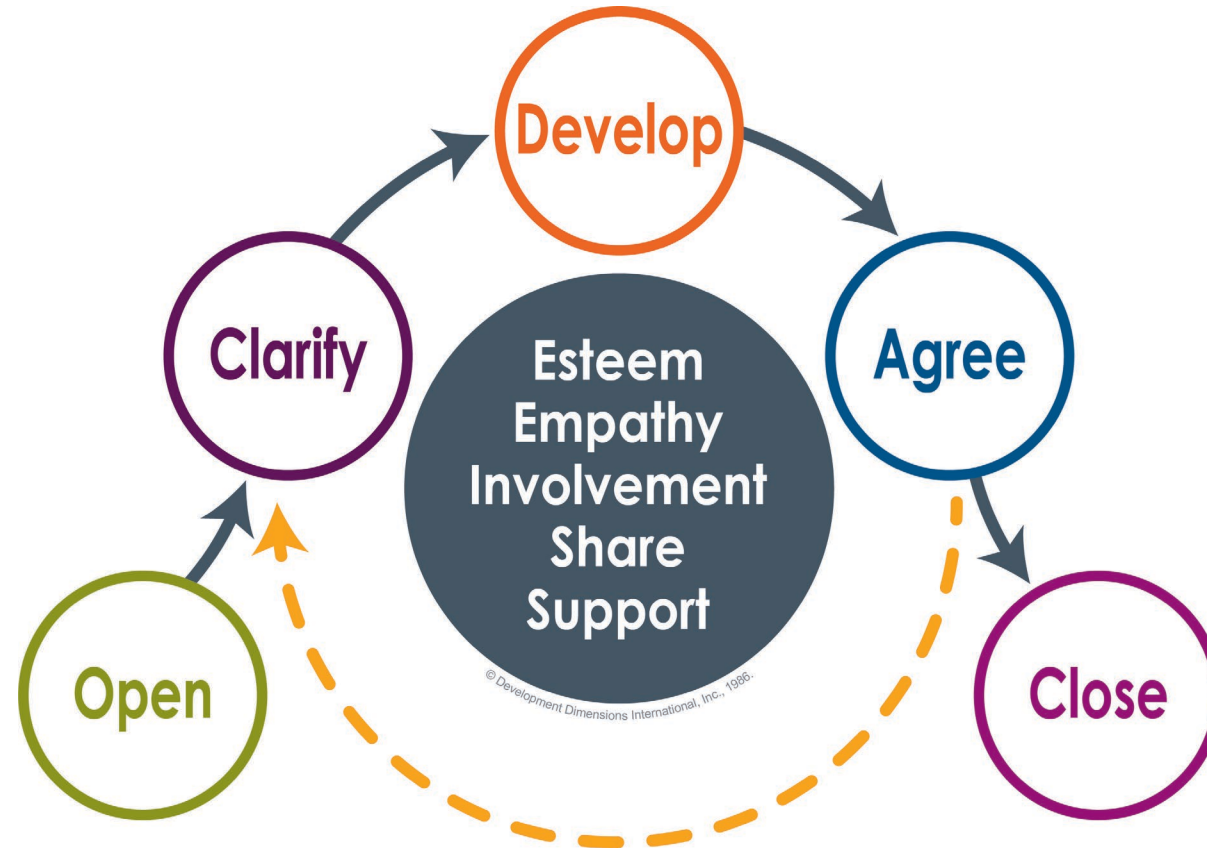


Personal needs are the “human” needs people bring to a conversation.



Practical needs are the objectives you want to accomplish through the conversation.

Interaction EssentialsSM



Questions?

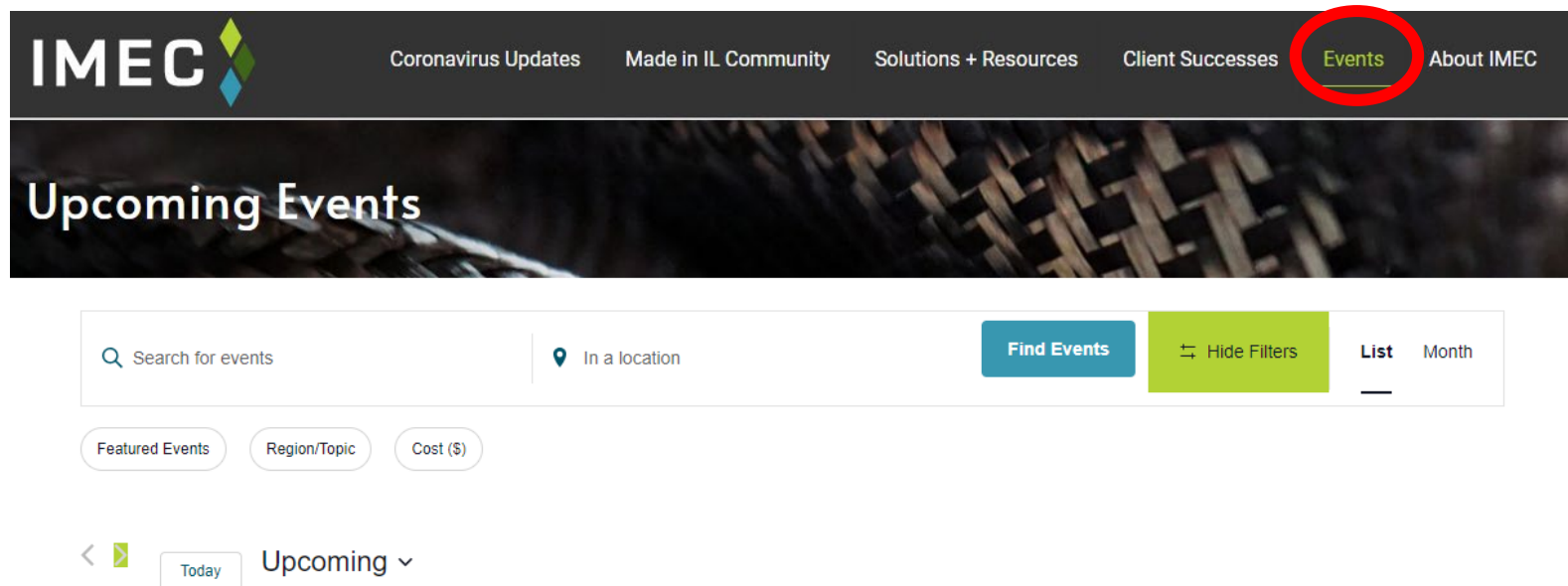
Session: Engaging & Retaining Talent

Session: DiSC: Knowing Your Strengths

Session: Connect Through Conversation

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