

## Strengthening Relationships with *DiSC*<sup>®</sup> *PPSS*

### Company

- A privately-owned supplier of waterworks products
- Two locations in Alberta and approximately 25 employees
- Division of a larger Ontario-based company with 1,000 people across Canada

### Products Used

- *DiSC*<sup>®</sup> *PPSS* with *Creating Positive Relationships* supplemental report

### Challenge

My client, in conjunction with their parent company, had been using our services for leadership and sales training. Both training programs incorporated a DiSC component. The General Manager approached me with the idea of building stronger relationships by holding an event that included spouses. He wanted a traditional company party-type activity (like bowling), but he also wanted something different — something that would be fun, educational, and would help people get to know each other. And because of a logistics issue, it would have to be something that could take place in an evening. We decided that DiSC was the perfect fit: flexible, easy-to-understand, and when done right, fun.

### Solution

We decided to host a dinner with the employees and their spouses. To help ensure attendance, the company made it as easy as possible for people to attend by providing babysitting and transportation. Prior to the event, we sent everyone access codes for the online version of *DiSC PPSS – Creating Positive Relationships*. This would save time at the event since we could print the profile ahead of time.

The GM started the evening off with a short presentation. Then we got everyone engaged by digging into their personal reports. In addition, we did a few fun exercises with the profiles. In the end, the evening was a hit.

### Results

At first, some people, including the GM, were a little uncertain whether or not it was a good idea to use something as “personal” as DiSC. I assured them that it would be handled in a non-threatening way. The evening was full of laughter and a lot of “a-ha’s.”

Months later, I heard from several of the participants that it was a very worthwhile experience. Some of it was because the GM actually sponsored something that included spouses and it was more than a simple a get-together. And some if it was DiSC itself: People have said they’re still talking about the night—and DiSC—at home.