BSCorbett Consulting, LLC

This Workbook belongs to:

BUSSW Participants: Dean Barbara L. Jones, organizational sponsor, and Associate Deans & Chairs

Welcome to our Leadership Learning Collaborative. BSC is excited to provide individual and team coaching and facilitation for YOU.

Our Leadership Focus: Taking ownership and initiative, team building, and strengthening communication.

BSC Team Facilitators and Coaches

Becky Schwartz Corbett, MSW, ACSW, ACC is an international leadership author and coach. She has three decades of executive and social work management experience working with community-based organizations, membership and trade associations, higher education, and the business community. Becky is fiercely dedicated to supporting communities, organizations, and individuals lead with intention and move to action.
Email: Becky@bscorbettconsulting.com | LinkedIn: beckycorbett | Direct: 301.806.0446

Neale Edwards, BAHons, PGDip, Chartered MCIPD, fCMgr is an international coach, trainer, facilitator, and human resources specialist in leadership development—managing high performance teams, people-based organizational transformation, and behavioral change. Neale is fiercely dedicated to encouraging individuals to develop a strong personal growth ethic and helping them be solid communicators.
Email: Neale@bscorbettconsulting.com | LinkedIn: nealeedwards | Direct: Neale lives in England, best to email

Additional BSC Coaches include Chelsea Hughes, ACC | Emily Tevault, MBA, CPC, ACC | Wendy R. Bernard, SHRM-SCP | Sandi York, BA | Ashleigh Stoffer, LMSW, ACM-SW and others in our network.

Welcome from Dean Barbara L. Jones: Investing in Our Team

Program Overview: Own. Lead. Act.

Leading in an organization, in your professional career, and in your personal life is all about you, your relationships, and your strategic implementation. To be a leader, the first person you need to lead is yourself. This BSC program provides participants with best practice leadership and communication techniques to support YOU in becoming the leader of yourself and others. Discover your DISC® behavioral style, techniques for effective communication, and learn how to leverage each other's strengths. Our interdisciplinary team will incorporate the Maxwell Leadership DISC Method which provides a validated and reliable assessment and report to identify four key behavioral styles and characteristics. Communication leads to increased understanding and productivity—it can also create conflict, stress, and misunderstanding. BSC analyzes team's individual reports and facilitates team sessions to improve communication, appreciate differences, and minimize conflicts.

Services and Deliverables

BSC breakthrough training, strengths-based coaching, and collaborative facilitation meet organizational and individual needs. We provide supportive accountability to increase transactional and transformative success. Team training with a coaching style emphasizes the importance of the teams' actions *between* sessions and the commitment to change resulting in enhanced team dynamics and relationships, and improved communication skills, collective goals, and team results. Peer sharing and support are vital to reaching sustainable performance and outcomes. BSC facilitators serve as a neutral guide and provide a high-level of collaboration. Our proprietary tool addresses leadership development (Leading ME Principles®), and our customized materials use evidence-based curriculum paired with practical strategies to enhance self-leadership.

Four (4) 60 to 90-minute Team Sessions with Becky and Neale

Team Sessions	Dates	Leadership Themes	Communication using the DISC tool
Team Session #1of4	8/13/26	Our Self Awareness	DISC Overview
Team Session #2of4	10/15/26	Our Relationships	DISC Group Report
Team Session #3of4	TBD	Our Brand	Power DISC
Team Session #4of4	TBD	Our Results	DISC Styles in everyday communication

a. Each team member will articulate their Move to ACTion next step at the end of each session.
b. Coaching and facilitation includes supportive accountability, encouragement, and celebration.

Maxwell Leadership DISC Personality Indicator Assessment and Report

a. On Fri, 8/14, Ashleigh will send each participant a unique Key Code to take the DISC Assessment.
b. By Fri, 8/21, set aside 10-15 minutes of uninterrupted time to complete your Assessment in one sitting.
c. Within 2 business days, Ashleigh will send your Report, Communication Tool, and Power DISC.

Schedule one (1) 1-hour 1:1 DISC Overview Session with Neale by 9/1. Sessions are to be completed no later than 9/16. Neale will…

a. Highlight 4 key DISC behavioral styles and characteristics: 1. Behavioral Style | 2. Communication Style | 3. Strength Style | 4. Work Style
b. Explain Graphs that plot intensity of each style: Public Self | Private Self | Perceived Self
c. Review your PowerDISC, which describes natural gifts in leading outcomes: Influencing | Directing | Processing | Detailing | Creating | Persisting | Relating

Four (4) 1:1 Leadership Coaching Sessions

a. Each team member receives four (4) 1-hour coaching sessions and is partnered with a BSC Coach who walks alongside of YOU throughout your leadership journey—from self-awareness through implementation.
b. Sessions are scheduled 2-3 weeks apart and supportive accountability and brief email consultation between sessions for time-sensitive workplace issues is included.
c. BSC's Lead Coach, Becky S. Corbett, is responsible for matching coaching clients with the appropriate coach. She will recommend the best BSC coach that fits the needs and personality of each team member. Ideally, Becky or Neale will be assigned to team members for their 1:1 coaching package, however, BSC has a cadre of coaches who may be assigned.

Team Success Guidelines

What you can expect…

- ❖ Interactive, facilitated conversations
- ❖ Clear takeaways and Move to ACTion next steps
- ❖ Ongoing reflection & application

We agree to and commit to these team success guidelines…

- ❖ Show up: Start and end on time
- ❖ Be present: Actively participate
- ❖ Be ourselves: Turn up as the authentic version of me
- ❖ Vegas rule: What happens in group, stays in group
- ❖ Have fun: Enjoy time with colleagues

Today's Leadership Theme: Self Awareness

Snowflake Communication Exercise: Hold an 8.5x11 sheet of paper in front of you, close your eyes, and follow prompts.

The **Leading ME Principles®** support your becoming the leader of yourself and others. Our approach presents leadership as an active practice. It is grounded in intentionality and action, that requires your conscious decision to improve and grow, both yourself and others.

Leading ME Principles® reflection: ***Use the mirror to reflect, "Am I leading ME?"***

Investing in Self reflection: ***Look in the mirror…Do I walk the talk?***
You cannot lead others until you commit to your development.

Building Relationships reflection: ***Look in the rearview mirror…Are others present?***
You cannot lead alone. Leading ME involves others—the team. Good leaders rely on the trust and collaboration with others to accomplish goals.

Operating Proficiently reflection: ***Look around…Did we get it done?***
You cannot lead without delivering results. Leading ME leads to results—the organization. Develop the practices and systems to achieve the highest outcomes.

SMART goals motivate. They get leaders and the people they lead on the same page.
From Blanchard, Zigarmi, & Zigarmi's *Leadership and The One Minute Manager* ©1985 and 2013 by Blanchard Management Corporation.

***Specific*:** Goals should state exactly what the person is responsible for and when it needs to be done.

***Motivating*:** For people to do their best work, goals need to tap into what team members enjoy doing.

***Attainable*:** The goals have to be reasonable.

***Relevant*:** A goal addresses an activity that makes a difference for the organization and the individual.

***Trackable*:** This is how performance is measured.

Reflections and Q&A

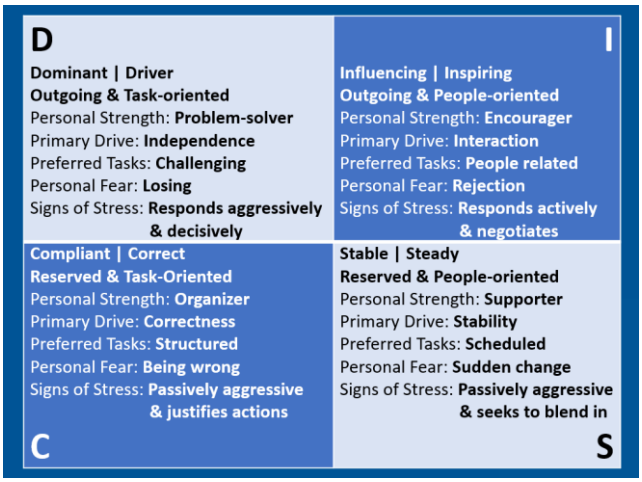
Introduction to DISC

Brief History

What Shapes Our Personality

Until you make the unconscious conscious, it will direct your life, and you will call it fate.
Carl Jung, Psychiatrist and Founder of Analytical Psychology

DISC Styles: D I S C



Reflections and Q&A

Our Communication Accountability…

- ✓ On **Fri, 8/14**, Ashleigh will send each participant a unique Key Code to take the DISC Assessment.
- ✓ By **Fri, 8/21**, set aside 10-15 minutes of uninterrupted time to complete Assessment in one sitting.
- ✓ **Within 2 business days**, Ashleigh will send your Report, Communication Tool, and Power DISC.
- ✓ By **Wed, 9/16**, have 1:1 DISC Overview Session with Neale.

My Leading ME Move to ACTion is…