

# Train the Trainer Program

Viatech Global's Train the Trainer program provides ongoing education for trainers and coaches who want to effectively use our diagnostic tools within their organization.

This training takes even the most experienced trainer/coach (practitioner) to higher levels of understanding and effectiveness. They learn proficiency in three areas of the total Self: Behavior (how we act out), Attitudes (what drives us), and the Thinking Dimension – how we process information from the world and use this information for making judgments.

Techniques learned help the trainers assess an individual from a unique perspective, enabling them to integrate the three areas of the total Self while recognizing both the strengths and potential limitations of their client. Specific coaching direction and focus are uncovered that greatly accelerates the development process. Through our unique program, practitioners uncover their own individual biases that might affect their ability to coach others.

Program participants gain competency in three areas:

- **The Behavioral Model DISC:** You will go beyond understanding the classic traits of the four base style(s) to understanding how the strengths or weaknesses of each of the styles' (Dominance, Influence, Steadiness, and Compliance) impact the other style elements.
- **Passions and Motivations:** From Edward Spranger's work defining the 6 attitudes of world views and Gorgon Allport's further refinements you will gain the understanding of how each individual's prioritizations drive his or her passions, how that affects his or her interface with others, and how drives can affect specific business situations.
- **Hartman's Value Profile (HVP):** The deductive science behind this report is the basis for your journey into the way people think and make judgments. Each of us view the world through three dimensions: people/intuitive, practical/getting things done, and structure/rules, order, and planning. How clearly you see each of these dimensions and with what level of attention determines how you will respond to your environment. You will gain mastery into the reports science and its uncanny ability to look into the mind of your client so you know how to challenge their thinking to improve performance.

These three areas of knowledge/science are the most applicable disciplines for the practitioner to use in creating a training and/or development path that is unique to and productive for teams and individuals. You will learn how each of these areas enhance or detract from the other areas and how that understanding takes you to a level of training/coaching effectiveness previously only achievable through years of training and many months of client counseling.



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## **The Program**

### **DISC Certification**

A 6-hour, three two hour sessions, instructor-led course. There will be reading assignments and group activities interpreting graphs.

- Prerequisites – individual DISC*compass*<sup>™</sup> report and debrief by a certified Viatech Global Trainer or coach or attendance at Language of DISC Workshop
- Required Textbook: “The Universal Language DISC”. Included with course registration (\$125.00 value).
- Cost \$1295.00 – Includes license to use Workshop Training materials – PowerPoint Slide Deck and Workshop Participant Guide in PDF in conjunction with DISC*compass*<sup>™</sup> reports purchased from Viatech Global. Access to Instructor site for additional materials and access to all training materials as listed above.
- Includes 10 DISC*compass*<sup>™</sup> profiles (retail value \$850.00)

#### **Session 1 – DISC History and Application**

- The History of DISC
- Understanding the science behind the report
- Learning about the reliability and validity to support its use in business
- Understand the difference between the Natural and Adjusted Styles
- Design and interpretation of the DISC*compass*<sup>™</sup>
- Understanding the 12 Integrated Behaviors

#### **Session 2 – Language of DISC workshop**

- How to teach the Language of DISC workshop
- Advanced Interpretation – Understanding and reading the Language

#### **Session 3 – Coaching and Selecting**

- Advanced Interpretation – Coaching, mediating, mentoring
- Using the basic report to guide a interview process
- Available DISC reports and associated workshops
- Accessing and using the internet tools

**Certification Exam – on your own and must pass to be certified**

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## **Passions and Motivators**

A four-week, one-hour per week instructor-led course. Each class is followed by additional assignments and exercises to be completed prior to the next class. At the completion of the course there will be a test.

- Prerequisites – individual Passions and Motivators report and debrief by a certified Viatch Global Trainer or coach.
- Cost \$500.00 – Includes license to use Workshop Training materials – PowerPoint Slide Deck and Workshop Participant guide in PDF in conjunction with DISC Compass reports purchased from Viatch Global. Access to Instructor site for additional materials and access to all training materials as listed above.
- Includes 5 Motivation *compass* profiles (retail value \$400)

### **Goal**

To achieve a level of understanding of Attitudes as defined by Edward Spranger and Gordon Allport and use of that understanding for leading group training sessions, coaching individuals, and interpreting employment screening reports.

### **Course outline**

Each lesson will be no longer than one hour. There will be reading assignments and group activities interpreting graphs. There will be a test upon completion of the course.

#### **Week 1 – History and Definitions**

- From Spranger through Allport
- The formation of Beliefs
- Definitions of the 6 Spranger attitudes plus modifications by Allport – including the splitting of Individualistic to show the effects of the Political drive verses the need to stand out
- Understanding the differences between PIAV and Workplace Motivators

#### **Week 2 – Reading the Graphs**

- Passions, mainstreams, indifference – what does it mean
- How your passions and indifferences affect others and vice versa

#### **Week 3 – The Merging of the Attitudes**

- Synergy and conflicts within the individual and between individuals
- Report debrief practice
- Passions and Motivators in employment screening

#### **Week 4 – Motivation Compass Workshop**

- Teaching the class
- Coaching
- Examples and case histories

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## **Thinking Styles - Hartman's Value Profile (HVP)**

An 8-week, one-hour per week instructor-led course. Each class is followed by additional assignments and exercises to be completed prior to the next class. There will be a test upon completion of the course.

- Prerequisites – individual HVP report and debrief by a certified Viatech Global Trainer or coach.
- Cost \$1550.00
- Includes 5 Judgment Style profiles (retail value \$1,000)

### **Week 1 – How do we think?**

- Review how we process information
- Review of History of Dr. Robert Hartman and HVP Profile
- Review of Basic HVP and External and Internal Thinking

### **Week 2 – Identifying the Style Combinations**

- Identify the 3 Thinking Styles (Personal, Practical, Proactive/Structured,) and unconventional mindset
- Identify the 24 Base Combinations

### **Week 3, 4, & 5, Each week will focus on a different Thinking Style**

- How do you Identify Strengths and Limits of each Thinking Style
- How does the Style Learn
- How does the Style play out in different environments
- How do you work with each style as a coach to maximize potential

### **Week 6 – Unconventional Thinking**

- How does it affect the way we process information and interact with others
- How does clarity affect the ability to relate to information in the dimension

### **Week 7 – Case Studies**

- Sample Case Studies Presented and Reviewed
- Individual Case Studies brought in by Group

### **Week 8 – Oral Review and Test**

- There will be an oral review of sample case studies from each style
- There will be an online test reviewing basic information

## **Blending It All Together**

A 6-week, one-hour per week, instructor-led course. Each class is followed by additional assignments and exercises to be completed prior to the next class

- Prerequisites – Mastery of DISC, Passions and Motivators , and Thinking Styles - Hartman's Value Profile (HVP) courses
- Cost \$750.00

### **Week 1 – Overview of Course: People, Tasks, & Systems**

- The importance of understanding an individual's Context
- What influences Performance Decisions
- Review DISC and Passions and Motivators

### **Week 2, 3, 4 – Each week will focus on a different Thinking Style and how it blends with each DISC style and each of the Motivational factors**

- How do you Identify Strengths and Limits when they combine
- How does behavior and Passions and Motivators influence thinking and actions
- How does the context determine a person's strengths or limits
- How do you coach to maximize potential

### **Week 5 – Case Studies**

- Sample Case Studies Presented and Reviewed
- Individual Case Studies brought in by Group

### **Week 6 – Oral Review and Test**

- There will be an oral review of sample case studies from each style
- There will be an online test reviewing basic information