

Lisk Associates

Talent Insights Learning Management System

There have been two trends on a collision course this year. Trend #1 is organizations wanting more employee development opportunities. Trend #2 is organizations want shorter training sessions. The collision of these two trends has resulted in not only more virtual training, but specifically shorter micro-learning sessions.

TTI and Lisk Associates have adopted this approach into our development toolkit. Today, we introduce the Talent Insights Learning Management System (LMS).

What is LMS?

LMS is an online portal with access to 33 learning modules (19 DISC and 14 Driving Forces). The average module video is about 6 minutes in length (The DISC de-brief video is 22 minutes and the Driving Forces de-brief is 15 minutes) with a brief knowledge check-in at the end of each. The modules are self-paced and once they are initially sequentially completed, you may review any module in any order.

DISC LMS Modules

- Overview DISC
- DISC History
- Assessment
- Report Overview
- Combinations
- Mid-Training Review
- Reading the DISC Graphs
- Reading the SI Wheel
- DISC Debrief
- General Meeting
- Pure D Perspective
- Pure I Perspective
- Pure S Perspective
- Pure C Perspective
- High/Low DISC-D
- High/Low DISC-I
- High/Low DISC-S
- High/Low DISC-C
- Pre-Certification Review

Driving Forces LMS Modules

- Overview
- History
- Knowledge
- Utility
- Surroundings
- Others
- Power
- Methodologies
- Mid-Training Review
- The Driving Forces Assessment
- Clusters
- The Driving Forces Report
- Driving Forces De-brief
- Pre-Certification Review

Who would benefit from LMS?

LMS has many potential uses, here are a few:

1. LMS is the baseline training for anyone wanting to become DISC and/or Driving Forces certified/re-certified.
2. Internal advocates or trainers will have the opportunity to learn more about the tools, the sciences, and how to facilitate better conversations when using the Talent Insights reports.
3. Provide LMS as part of on-boarding new employees in organizations where DISC and Driving Forces are the common language of their culture.
4. Sometimes it's hard for people to remember what DISC means or what the Driving Forces are from just one de-brief or workshop. Give LMS to anyone who attends a Talent Insights workshop as an additional value-add to the training.
5. Let employees develop a strategy to work with others by using LMS to understand their approach and how to adapt your own style for better results.
6. Provide LMS as part of your leadership development program.

How is LMS Priced?

LMS is priced as an annual subscription on an organizational-level basis.

\$995 per year – up to 10 licenses

\$1,695 per year – up to 20 licenses

\$6,895 per year – up to 100 licenses

\$50,000 per year – up to 1000 licenses

How much is LMS worth?

At Lisk Associates, we want your developmental returns to be worth 5x your investment.
At \$100 per license, we expect to \$500 worth of value.

If one leader making \$50,000/year finds a 2% improvement in skills adapting their communication and motivation approach, that's a \$1,000 return.

Next Steps

Contact Ryan Lisk to discuss your LMS opportunities in more detail.
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