

FINAL REPORT

MNSCU STAFF TRAINING GRANT

MINNESOTA STATE UNIVERSITY

The Grant Proposal was written so that DiSC Training could be extended to the Classified Employees of Minnesota State University Moorhead, Moorhead, MN. It was initially thought that this training would be incorporated into the development day usually held for classified employees of the institution. The University hired Corporate Adventures of Jamestown, North Dakota to deliver the training. Those consultants recommended that the training be delivered in two sessions and also suggested that the training might be a bit intensive to be presented within the context of the regular development day. Upon reflection this seemed to make a lot of sense, so we proceeded with two presentations of DiSC Training outside and separate to other development efforts. The first DiSC session was on June 12, 2008 and this was followed by a second session on June 17, 2008. A total of 83 classified employees participated in at least one training session.

Patrick Gallagher from Corporate Adventures presented at both sessions. The first session was extremely well received as each participant learned what their DiSC profile was and how they then related to others. There was quite a bit of interaction at the various tables and even between tables. Everyone was very interested and quite surprised that the answers to a few questions could be used to develop so much information about them. The fact that the overwhelming number believed the profiles to be extremely accurate was a surprise to most and grabbed their attention. The presenter was enthusiastic and included lecturing and interaction so that attention was kept and held. The first day ended on a very high key with extreme satisfaction of virtually everyone in attendance. The summary of evaluations for the first session reflects the high bar that the presenter set for himself for continuance on the second day.

The second DiSC training session was held on June 17, 2008. The time was moved up from the afternoon so that the presentation spanned both sides of the lunch time. This allowed some part-time employees who had to leave the first session early, to attend the full second session. The second session was much devoted to how to use the DiSC information in practical applications in interactions with others. Some of these concepts were a bit more difficult for some of the participants to understand and see the value of implementation. The interactions at the various tables did help those people as others were able to give examples to them and discuss specifics. However, the practical applications were definitely more difficult for people to grasp and this seemed to be reflected in some of the evaluations. The presenter did not quite reach the height he had set in the first session. Nevertheless, virtually all the evaluations were again either good or excellent, but this time there were more rated good than those rated excellent, except for the rates for the presenter. Almost all agreed that he was very good and effective.

