

Ashok Grover
offers

Powerful
DISC Profiling



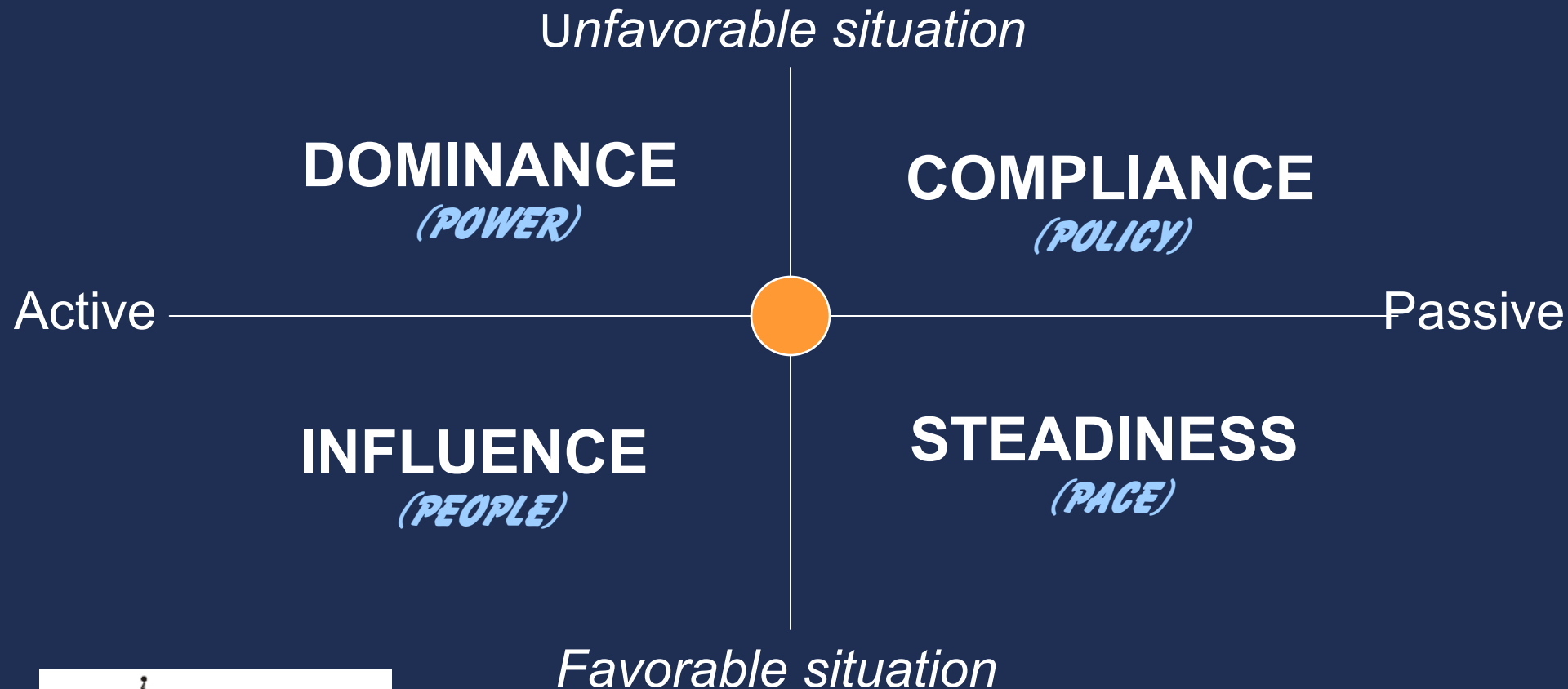
Let DISC Profiling help your organization to...

- Have high productivity with optimum headcount.
- Have strong pool of successors and change agents.
- Be prepared for market changes.
- Be led by feasible missions.
- Anchor for re-alignment.



Background Theory of DISC Profiling

Dr. William Moulton Marston, 1928, Emotions Of Normal People



DISC Profiling provides ...

- ✓ A person's natural profile.
- ✓ Modification in behavior on the job.
- ✓ Behavioral changes under pressure.
- ✓ What motivates a person?
- ✓ The basic fears a person has !
- ✓ What type of boss will s/he prefer to work under ?
- ✓ Stress and the source - Is the stress job related or personal in nature?

Ashok Grover



- Ashok Grover has spent more than 38 years in Indian industry of repute. Currently, Director of “Skillscape”, earlier he has worked with Parle Group, Mohan Meakins Group, Ajay Piramal Group, Hawkins Cookers and lastly JBM Group as Chief Human Resource Officer.
- Licensed to administer Thomas Personal Profile and related instruments – PPA, HJA, TAS and TST, he has analyzed more than 500 profiles of various managerial positions to facilitate development, job rotation and selection decisions.
- He has a clear focus which is reflected in the Vision statement of Skillscape:
– *Value creation by enhancing people and organizational competencies.*
- LinkedIn Profile: <http://www.linkedin.com/in/ashokgrover>

Offerings

We offer DISC profiling as a *Development* tool as well as for *Selection* purpose.

Another option available is *LeadExcel* specially designed for Owners / Entrepreneurs.



DISC Profiling for Development

As a ***Development*** tool, DISC profiling helps your organization in the following ways:

- Identifies gaps in a person's profile vis-à-vis competencies required in the job.
- Can suggest alternative, better-fit profiles wherein the incumbent can perform much better.
- Helps in identification of training needs.
- Increases self awareness and lets the person buy into the training needs.

What you get !

- Standard Individual Personal Profile Report
- Analysis + Recommendation report by Ashok Grover, covering
 - ✓ Comparison with Ideal Job Profile / Ideal Career options.
 - ✓ Strengths and Limitations
 - ✓ Training Needs
- Personal Telephonic Consultation with Ashok Grover (upto 20 minutes)

DISC Profiling for Selection

DISC profiling can enhance the effectiveness of your Selection process, because:

- It helps to identify behavioral traits otherwise unknown beforehand
- Provides a complete fit between the job and the person selected.
- Identifies dysfunctional aspects in a person vis-à-vis competencies required in the job.
- Improves inherent comfort level for the person, chances of success and retention.

What you get !

- Standard Individual Personal Profile Report
- Analysis + Recommendation report by Ashok Grover, covering
 - ✓ Comparison with Ideal Job Profile
 - ✓ Strengths and Limitations
 - ✓ Comparative evaluation, in case of multiple candidates for the same position.

DISC Profiling for Business Owners

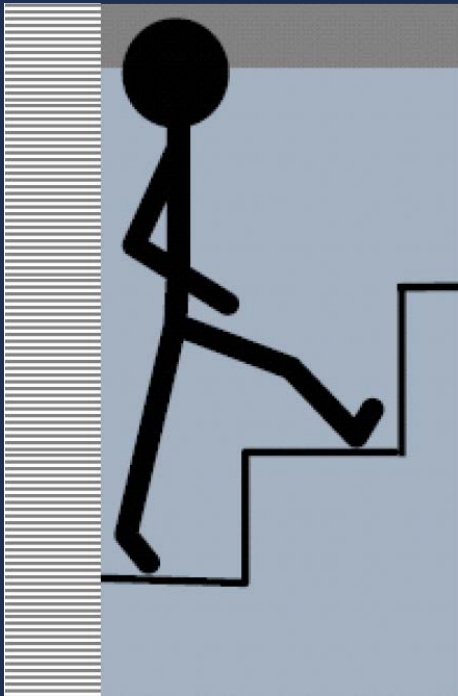
DISC profiling can help you enhance your own effectiveness and that of your organization:

- It helps you to identify behavioral traits otherwise unknown beforehand.
- Guides you to focus on the areas where you can be more successful.
- Makes you aware of the kind of team you need to leverage your personality and style.
- Helps reduce your stress levels by focus adjustment.

What you get !

- Standard Individual Personal Profile Report
- Analysis + Recommendation report by Ashok Grover, covering
 - ✓ Strengths and Limitations
 - ✓ What kind of team you need - to grow and excel
- Personal Telephonic consultation with Ashok Grover (upto 30 minutes).

Contact



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