



Pathways to Performance, Inc.

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Directions
for Business
Success

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Creating Work Environments Where Talent, Energy & Commitment Merge

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Supervision
Series Videos are
now available in
DVD format!



**Be sure to request
your FREE
Supervision Series
DEMO CD today!**

Vital Learning Continues to Update its "Supervision Series"

Over one million participants have benefited from Vital's half-day training modules that teach the basics of good supervision.

Currently Updated Titles Include:

- Essential Skills of Leadership
- Essential Skills of Communicating
- Improving Work Habits
- Delegating
- Coaching Job Skills
- Effective Discipline
- Supporting Change
- Resolving Conflicts

A free CD is available to preview these materials, including sections of the actual video used in the program. Be sure to request a demo CD to learn more.

Additional titles that will be updated and ready in April include:

- Managing Complaints (when an employee has a conflict with you, the manager)
- Developing Performance Goals
- Providing Performance Feedback
- Communicating Effectively with Your Manager

These courses have been approved for full college credit through ITCAP, which allows you to access Tuition Reimbursement funds to augment your training budget.

These courses have also been designated as the study pre-work to sit for the "Certified Professional Manager" examination offered through James Madison University.



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Special points of interest:

- Price increase on selected Inscape profiles begins April 1
- DiSC Train-the-Trainer being offered in Minneapolis on April 19-20
- Need Inscape profiles in other languages? Find out what's available
- More online assessments available through EPIC
- **NEW!** Vital Learning offers a Project Management Course
- **NEW!** Supervision Series Videos now available in DVD format

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PATHWAYS TO PERFORMANCE, INC.

Volume 2, Issue 1

March, 2004

The PTP Navigator

Creating Work Environments Where Talent, Energy, and Commitment Merge

Price Increase on Inscape Profiles

Most of the Inscape Publishing 'paper profiles' will experience a price increase April 1, 2004

Recently, we received notification that on April 1, 2004, Inscape Publishing will be increasing the prices of their paper profiles.

Profile booklets that were \$15.50 each will now be \$17.00 and those that were \$17.50 each will now be \$19.00.

PPSS (DiSC) In-depth Software Reports will raise in price from \$5.00 per click to \$5.45 per click.

Those of you who are on quantity and commitment plan pricing, will apply those discounts to the new prices after April 1.

GOOD NEWS:

Inscape Profiles accessed through the new online EPIC platform will not raise in price!

So check your inventory and stock up before the price increase takes effect.

Call us at

1-800-661-8767!

Order today before the prices go up on April 1!

DiSC Train-The-Trainer April 19-20 in Minneapolis!

- Learn the DiSC model and the various learning resources that are available
- Learn to deliver DiSC workshops/coaching to your employees/clients
- Learn how to utilize the DiSC model and tools to meet your organizational objectives

Our clients use the DiSC assessment tools in their training and coaching efforts as a performance improvement strategy.

The most important benefit of the DiSC model is creating "people smarts" by

helping individuals better understand themselves and others to improve collaboration and reduce conflict, build results-producing teams, develop effective managers and employees, as well as increase sales and service success. Want to learn more

about the power of DISC?

Visit our website at www.pathways-to-performance.com and click on 'DiSC Train-the-Trainer' to learn more.

And join us in Minneapolis on April 19-20!

DiSC Indra—An In-Depth Relationship Assessment

Have you taken a look at the latest in-depth DiSC tool we now have in our arsenal of interpersonal understanding?

DiSC Indra is the first DiSC profile report that promotes in-depth understanding of relationships.

DiSC Indra measures the interrelatedness of different DiSC styles, which helps to gain insights into the dynamics of a team, an entire department,

or even an entire organization.

DiSC Indra takes advantage of new technology and utilizes 'circumplex' modeling to visually demonstrate the inter-relatedness of the DiSC behavioral styles.

Its unique ability to map and measure the relationships of people, along with the informal, conversational, personalized narrative contained in its feedback reports makes **DiSC**

Indra ideal for more in-depth, relevant discussions in conflict resolution, communications, team building, leadership and coaching applications.

We know participants in our sessions love DiSC and want more information—this tool takes understanding how to work more effectively with others to the next level!

Visit our website and click on **EPIC** to learn more!

Project Management Training Course Available in April!

In 2000, ASTD cited project management as the No. 1 skill development area required by its membership. In 1970, the Project Management Institute had 4,000 members; in 2003, it had grown to over 104,000 members. Vital Learning has collaborated with Process Design,

a registered Basic Education Provider through the Project Management Institute, to provide a project management course that follows the PMI Project Management Body of Knowledge (PMBOK) language and process. The course will emphasize questioning and thinking skills used in the four stages

of project management:
Initiation
Planning
Execution
Closing

Leader Guide: \$500 and Participant Materials: \$128 per person.
Call or email us for a product information sheet.

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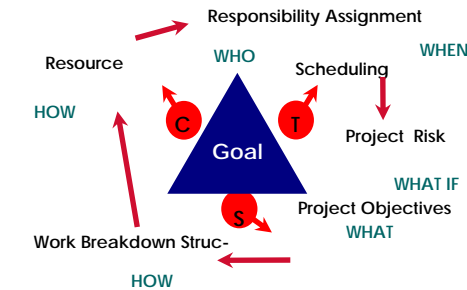
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We want to be sure you know how to contact us!

What Profiles Are Available in EPIC?

DiSC® Classic 1.0 – With 30 years of proven reliability and over 40 million users, DiSC® Classic 1.0 remains the most trusted behavioral learning instrument in the industry. It is in exactly the same format as the 'blue paper booklet' we have worked with for years.

DiSC® Classic 2.0 - The new DiSC Classic 2.0 report answers the growing demand for a feedback report with expanded personalized narrative. Its informal, conversational style brings to life all the elements of the original DiSC instrument and clearly describes an individual's personal behavioral approaches.

DiSC® PPSS™ – DiSC PPSS provides more specific, in-depth **how-to** reports that help individuals and teams improve their effectiveness in a wide range of business applications, including sales, management, and customer service.

DiSC Indra™ - DiSC Indra™ is an in-depth relationship assessment that provides a process for using DiSC to help people understand and improve relationships at work. **NEW! GROUP REPORT:** Along with the individual feedback report, group reports are now available to map and understand working relationships. Personalized narrative in these group reports guides participants into a deeper understanding of how to work more effectively with others.

Team Dimensions Profile - The Team Dimensions Profile helps individuals work from their strengths by identifying their most natural role in the group problem-solving process, while giving them added appreciation for the contributions of others. Teams achieve breakthrough performance in record time by understanding and incorporating this model and language into their work efforts.

Time Mastery Profile® - The Time Mastery Profile® helps individuals manage time more effectively by evaluating their effectiveness in 12 critical performance areas. **NEW! GROUP REPORT:** This information can now be aggregated to view time strengths and development areas for a group of participants.

Discovering Diversity Profile® - The Discovering Diversity Profile® helps employees learn how they respond to workforce diversity and where they need to develop increased understanding. **NEW! GROUP REPORT:** This information can now be aggregated to view diversity strengths and development areas for a group of participants.

Work Expectations Profile – Empower your organization by exploring the 10 critical work expectations that impact today's employment relationships. Build employee retention through workforce satisfaction. **NEW! GROUP REPORT:** This information can now be aggregated to view worker satisfaction areas for a group of participants.

Personal Listening Profile® - The Personal Listening Profile® helps individuals understand their natural listening approach and the impact this approach has on their overall understanding of what is being communicated.

Visit our website at www.pathways-to-performance.com to view actual sample reports of any of these EPIC profiles.

Just click on "EPIC" on our home page to learn more!

Inscape Profiles Offered In A Variety of Languages

Did you know that the Inscape profiles are available in the following international languages?

All languages listed below carry DiSC-based products, and many languages have translated additional profiles in the Inscape product line.

- Australasian English (Australia and New Zealand)
- Brazilian Portuguese
- Danish
- Estonian
- Finnish
- European French
- French Canadian
- German
- Hungarian
- Italian
- Japanese
- Korean
- Latvian
- Lithuanian
- Norwegian
- Polish
- Spanish
- Swedish
- Turkish
- UK English

Call us at 800-661-8767 or email us at info@pathways-to-performance.com and we will be happy to send you a PDF document that lists all the international languages and Inscape products available in that language.