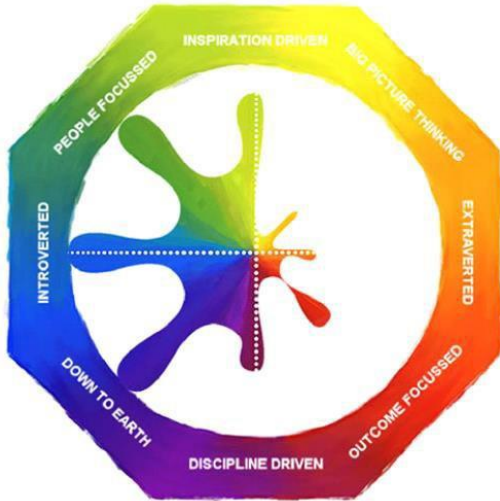
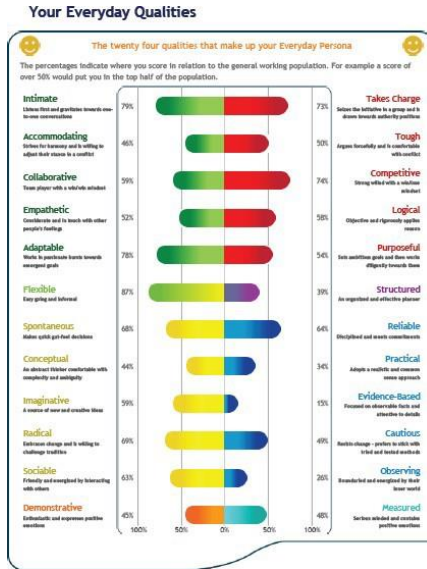


### Overview

Lumina Spark is the next generation of professional development tools supporting individuals, teams and organizations to work more effectively and improve the bottom line. It is unique amongst psychometric tools because it avoids any stereotyping. It provides a highly interactive colourful framework for better self-understanding and helps people identify strengths to improve their working relationships with others. By applying the Lumina Spark model, learners unlock hidden talents within self and others.



Lumina Mandala



### Questions Lumina Spark Addresses

How can I raise everyone's self-awareness and improve the quality of work and relationships?  
 What can I do to maximize the engagement of our people?

How can I fire people up to embrace their personal and professional development? How can I ensure everyone is skilled at speed reading others so they can better meet communication needs?

How can I develop effective leaders and managers? I would like to create a strength based performance plan with my people?

### A Client Perspective

This is exactly what a multi-national travel client did when they needed to improve employee engagement and inject the passion back into customer service. A two-day Lumina Spark program was run cross-departmentally and the Commercial Director said:

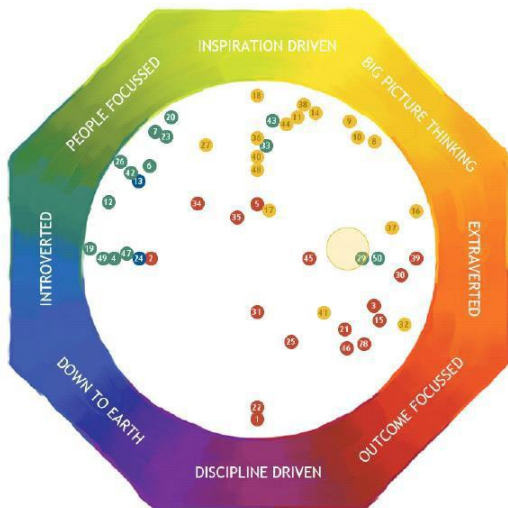
**“This is the most practical and inspirational method for raising our staff’s self-awareness and improving communication that I have ever experienced.”**

Another client in the banking industry commented that:

**“Having experienced a Lumina Spark workshop, I have become more effective in my ability to run projects and handle the people side of things. My teams are experiencing less conflict and I feel great gratitude to the facilitators that helped me learn and grow in such a powerful way.”**

### Typical Lumina Spark Agenda

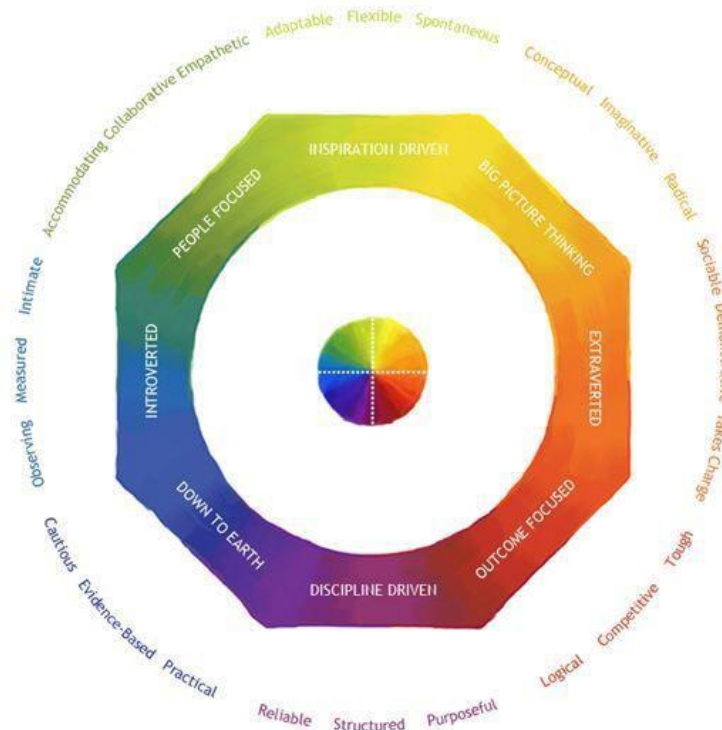
- Understanding your personae and change
- Building awareness of strengths of self and others
- Overcoming differences by valuing diversity
- Speed reading others and adapting behaviours
- Strengths based performance
- Action Planning using GROWS model



Lumina Team Wheel

### What are the benefits of Lumina Team?

- Understand what kind of team you are part of
- View the team dynamics and culture during stress
- Learn how to positively influence your team
- Encourage team harmony, balance and development
- What to do when a team is not performing



### Common Lumina Spark Applications

- Co-creating of strengths based performance plans
- Career path planning by defining strengths needed per specific job roles
- Enhanced recruiting allowing input from stakeholders when needed
- Team effectiveness using the Team Wheel visuals
- Building on strengths within a team and balancing the gaps
- Team cohesion with improved communication and respecting diversity
- Self-awareness of individuals to become aware of their strengths and impact
- A common language to understand behaviours within an organization. Increased understanding to bridge silos and increase morale
- Giving constructive feedback
- Understanding organizational and team culture and how to work effectively in this
- Goal Setting and Action Planning
- Effective Communication
- Effective and Productive Relationships and teams
- Conflict Management
- Learning Styles
- Resilience to Stress
- Assertiveness and Authenticity
- Employee Engagement and the Lumina Three Personae
- Active Listening
- Mentoring