

LEADERSHIP SPEED NETWORKING

*Understanding Behavioural
Styles in Fast-Paced Setting*



Extended DISC® Leadership Speed Networking



Objective:

Help participants explore different leadership styles within the Extended DISC® framework and understand how to communicate and adapt to various leadership approaches.

Time Requirement

Approximately 20 minutes

Materials Needed:

- Timer or bell
- Printed DISC leadership style summaries (optional)
- Leadership scenario cards (pre-prepared prompts)
- Space for movement (or virtual breakout rooms)

Step-by-Step Instructions:

Step 1: Quick Icebreaker (3 minutes)

Objective: Warm up participants and encourage quick networking before the main discussions.

Introduction:

- Participants pair up with **one person** nearby.
- Each person has **30 seconds** to introduce themselves, stating:
 1. Their **natural leadership style** in one word (e.g., “Decisive,” “Supportive,” “Motivational,” “Analytical”).
 2. **A leadership challenge** they face (e.g., “Giving constructive feedback” or “Delegating effectively”).
- After **1 minute**, they **switch partners** and repeat.
- Continue until 3 minutes are up, ensuring each person meets **at least two different partners**.

Step 2: Speed Networking Rounds (15 minutes, 3 rounds)

Objective: Engage participants in 3 quick rounds of DISC leadership role-play. Each round focuses on **one scenario** to understand how leaders adapt their styles based on DISC.

Round 1: Leading a Team Through Change (5 minutes)

- **Scenario:** *Your team is facing a sudden change in direction (e.g., a new project or organisational shift). How do you communicate the change and gain team support?*
- **Instructions:**
 - a. Each participant has **2 minutes** to explain how they would approach the situation based on their natural leadership style.
 - b. Partners can ask **one follow-up question** each.
 - c. After 4 minutes, they briefly discuss **which DISC style their approach aligns with** before switching partners.

Example Responses:

- **D:** Sets clear expectations and focuses on action.
- **I:** Focuses on the positive, encourages enthusiasm.
- **S:** Reassures the team and offers support.
- **C:** Explains the reasoning behind the change, addresses concerns logically.

Round 2: Handling Conflict as a Leader (5 minutes)

- **Scenario:** *Two employees on your team are in an ongoing disagreement, affecting team morale. How do you resolve it?*
- **Instructions:**
 - a. Each participant shares their **conflict resolution approach** in **2 minutes**
 - b. Partners can ask **one follow-up question** each.
 - c. Before switching, they identify **which DISC leadership style their response aligns with** and discuss how they might adapt their approach for different personalities.

Example Responses:

- **D:** Confronts the issue directly, sets clear expectations, and enforces accountability.
- **I:** Facilitates an open discussion, encourages teamwork, and finds common ground.
- **S:** Listens to both sides privately, then guides them toward a mutual resolution.
- **C:** Gathers facts, applies policies, and provides a structured, logical solution.

Round 3: Motivating a Struggling Team Member (5 minutes)

- **Scenario:** *One of your team members is underperforming and disengaged. How do you motivate them?*
- **Instructions:**
 - a. Each participant has **2 minutes** to share their **coaching or motivation strategy**.
 - b. Partners provide **one insight or alternative approach** based on their own style.
 - c. Before switching, discuss **how different DISC types might respond to different motivation techniques**.

Example Responses for Strategies:

- **D:** Sets clear, challenging goals.
- **I:** Offers encouragement and focuses on their strengths.
- **S:** Provides emotional support and helps them feel part of the team.
- **C:** Provides structured feedback and a clear plan for improvement.

Step 3: Quick Group Debrief (2–3 minutes)



Objective: Reinforce key learning points and encourage participants to reflect on their leadership adaptability.

Discussion Questions:

- Which leadership style was easiest to connect with? Why?
- Which was the most challenging?
- How can you adapt your leadership approach to better connect with different team members?

Bonus Reflection Exercise: Ask participants to write **one takeaway** from the session and **one action they will implement** in their leadership approach.

Quick Reference Guide

If you want to brief participants beforehand or provide a quick reference guide, you can share these leadership tendencies

Style	Leadership Tendencies
D-Style (Dominance)	The Decisive Leader <ul style="list-style-type: none">Strengths: Direct, results-driven, quick decision-makingChallenges: May overlook team input, can appear too forcefulBest Adaptation Tip: Slow down, actively listen, and consider team emotions
I-Style (Influence)	The Inspirational Leader <ul style="list-style-type: none">Strengths: Energetic, engaging, great at motivating peopleChallenges: Can lack structure or follow-through on plansBest Adaptation Tip: Stay organised, ensure ideas lead to action
S-Style (Steadiness)	The Supportive Leader <ul style="list-style-type: none">Strengths: Loyal, great at building relationships, ensures team harmonyChallenges: May avoid difficult conversations or resist fast changeBest Adaptation Tip: Be open to challenging situations and assert decisions when needed
C-Style (Compliance)	The Analytical Leader <ul style="list-style-type: none">Strengths: Detail-focused, logical, structured in decision-makingChallenges: May overanalyse or struggle with fast, high-pressure decisionsBest Adaptation Tip: Balance data with action and consider team morale

Variations & Enhancements

1. Role-Reversal Round (Advanced Variation, Optional)

- In Round 3, instead of using their natural DISC style, participants switch styles and try leading from a different perspective.
- Example: A D-style leader must act as an S-style leader when motivating a struggling team member.

 Debrief Question: How did it feel to step into a different leadership style?

2. Leadership Reflection Worksheet (Optional Takeaway)

- If you want to provide something tangible, a simple worksheet could ask:
 - What's your natural leadership style?
 - Which leadership style do you find most challenging to work with?
 - One key adaptation I can make to better connect with my team is...

3. “Best Leadership Adaptation” Award (Gamified Version)

- At the end, ask participants to vote (anonymously or by raising hands) on the best leadership adaptation they observed.
- This keeps energy levels high and encourages thoughtful participation.

