DeANTS

Communication Skills Catalogue

Communication Essentials and Beyond



Volume 1: 2026

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Catalogue

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Option 1

Communicating with DISC

Different DISC styles. Better communication. Stronger teamwork.

Programme Overview

This programme helps participants understand the four DISC communication styles and how each one shapes behaviour, interaction, and decision-making at work.

It builds awareness of personal style preferences while strengthening the ability to recognise and respond to others more effectively.

Through practical application, participants learn how to flex their communication style to improve teamwork, trust, and workplace relationships.

Module 1

A Big Picture

- Icebreaker and Programme Introduction
- Differentiation between Groups Vs. Teams Vs. Collaboration Vs. Cohesiveness
- Communication fundamentals with customers & and team
- Interpersonal Communication (Vocal, Voice Tone and Body language)
- Working/communicating across generations and building a Diversity Quotient (DQ)
- Communication tone (accusing vs assertive)

Module 2

Introduction to DISC

- What is the DISC model
- Understanding behaviour preferences and communication habits
- How DISC helps improve workplace relationships and collaboration

Module 3

DISC Communication Style

- D – Dominance
- I – Influence
- S – Steadiness
- C – Conscientiousness
- Key traits, strengths, preferences, and possible blind spots of each style

DeANTS
"Your Outsourced Learning and Development Department"



Option 1

Communicating with DISC

Different DISC styles. Better communication. Stronger teamwork.

Module 4
Knowing Your Style

- Self-reflection on personal communication preferences
- Recognising how you naturally respond, decide, and interact
- Identifying style clues in yourself and others

Module 5
Communicating with Different Styles

- How each style likes to receive information
- What motivates each style
- What may frustrate each style
- Tips to communicate more effectively with D, I, S, and C styles

Module 6
. DISC in Workplace Situations

- Using DISC in teamwork and collaboration
- Handling misunderstandings and conflict more effectively
- Applying DISC in service, meetings, and day-to-day communication

Engagement & Take Away Tools

- DISC Style Corners
- Guess The Style
- Flex your message - Email activity
- Flex Your Response - Board game
- DISC Style Charades
- Team task with DISC roles

Takeaway tools

- DISC Style Quick Guide Pocket card
- DISCstyles Online Report
- Your style (strength and development reports)
- Flexing Your Style Card
- Style Observation Checklist
- Personal Action Planner



Option 2

Connect Through Social Style

Know the style. Flex the approach. Strengthen the connection.

Programme Overview

This programme helps participants understand how different behavioural styles shape communication, teamwork, and workplace relationships.

It introduces the Social Style model and explores the strengths, preferences, and possible blind spots of each style. Participants learn how to identify style clues in themselves and others and adapt their approach more effectively.

The session focuses on building rapport, trust, and better day-to-day communication across different personalities. Available as a half-day or full-day workshop, it offers practical tools and interactive practice to strengthen workplace collaboration.

Module 1

A Big Picture

- Icebreaker and Programme Introduction
- Differentiation between Groups Vs. Teams Vs. Collaboration Vs. Cohesiveness
- Communication fundamentals with customers & and team
- Interpersonal Communication (Vocal, Voice Tone and Body language)
- Working/communicating across generations and building a Diversity Quotient (DQ)
- Communication tone (accusing vs assertive)

Module 2

Social Style Introduction

- Introduction to the Social Style model
- Understanding how behaviour impacts communication
- The value of recognising your own style and others' styles

Module 3

The Four Social Styles

- Driver
- Expressive
- Amiable
- Analytical
- Key strengths, preferences, and possible blind spots of each style



Option 2

Connect Through Social Style

Know the style. Flex the approach. Strengthen the connection.

Module 4
Identifying Social Styles

- Observable behaviours and communication clues
- How people speak, decide, respond, and interact differently
- Quick self-reflection activity to identify individual style tendencies

Module 5
Flexing Your Style

- Adapting communication without losing authenticity
- How to work better with each style
- Tips for building rapport, trust, and understanding across styles

Module 6
Social Style in Workplace Situations

- Handling different communication needs
- Giving support, sharing ideas, and resolving misunderstandings
- Using Social Style in teamwork, service, and daily conversations

Engagement & Take Away Tools

- Style Corners
- Guess The Style
- Flex Your Response - Board game
- Style Charades
- Build The Team Challenge

Takeaway tools

- Social Style Quick Guide Pocket card
- Flexing Your Style Card
- Style Observation Checklist
- Personal Action Planner



Option 3

Emotional Intelligence for Better Communication

Communicate with clarity, empathy, and intention

Programme Overview

This programme helps managers strengthen communication through greater self-awareness, emotional intelligence, and intentional response.

Participants explore their communication style through DISC, recognise how pressure affects tone, listening, and behaviour, and learn how to flex their style more effectively.

The outcome is stronger trust, better collaboration, and more consistent communication in day-to-day leadership.

Module 1

Leading Through VUCA

- Icebreaker and Programme Introduction
- Understanding VUCA and its impact on managers
- Communication challenges in a fast-moving and demanding workplace
- How targets, shifting priorities, team dynamics, and pace create pressure
- Why communication often breaks down under stress
- Strategies for navigating VUCA challenges with clarity, trust, and collaboration
- Why managing emotions and communication well is critical in maintaining effectiveness under pressure

Module 2

EI and Communication

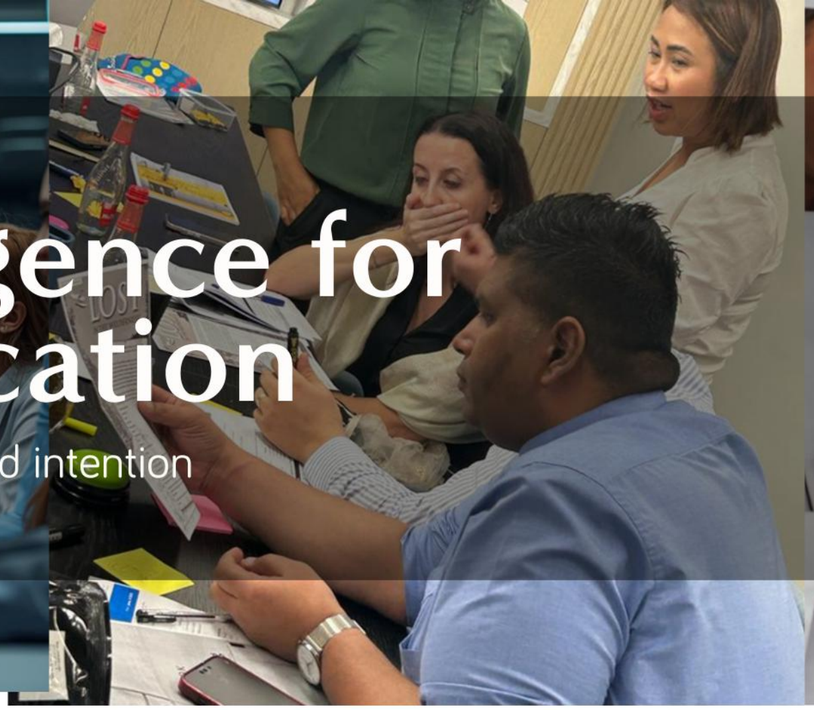
- Emotional intelligence: fact and practical meaning
- Why emotions shape tone, timing, listening, and response quality
- The link between self-awareness and communication consistency
- EI as the foundation for more thoughtful and effective communication

Module 3

Know Yourself

- Introduction to DISC
- DISC self-assessment
- Understanding your DISC style and communication preferences
- Recognising your emotional patterns
- Emotional triggers and how they affect communication
- What happens to my DISC style under pressure
- Strengths and risks of each DISC tendency in communication
- Accusing vs assertive communication
- Body language, tone, pace, and emotional signals
- Feelings in communication: what I feel, what I show, what others receive





Option 3

Emotional Intelligence for Better Communication

Communicate with clarity, empathy, and intention

Module 4
Make the Choice

- Responding instead of reacting
- Managing tone under pressure
- Positive self-talk before difficult conversations
- Staying calm, constructive, and solution-focused
- Flexing your style to communicate more effectively with different personalities
- Choosing the right response for the person, the moment, and the business goal

Module 5
Connect with Purpose

- Empathy vs. sympathy
- Listening with empathy to understand self and others
- Building trust and stronger relationships through empathy
- Defining a Noble KPI: a personal pledge to strengthen communication and collaboration during challenging moments

Engagement Tools

- Pair and Share Reflection
- Self-Assessment Reflection
- Board Game Challenge
- Scenario Discussion Rounds

Takeaway Tools

- Communication Reflection Card
- Personal Action Planner
- Style Flex Guide
- Trigger Awareness Tool
- Commitment Card

DeANTS
"Your Outsourced Learning and Development Department"

Services provided to...



About us

WHO WE ARE

We are a boutique start-up operating from UAE and India. We support cost and quality-conscious Businesses, First Time Managers and Corporate Leaders as their “Outsourced Learning & Development Department”.

Based on the operation or individual development requirements, we offer tailor-made solutions. With interactive learning interventions, we offer the highest quality of learning & development support.

As a founding member of DeANTS, Tripat Mehrotra has a wealth of hospitality experience from working for Burj-al-Arab, Wild Wadi, Rotana Hotels, Millennium Hotels and Kerzner International (Atlantis & One&Only Hotels) with more than 25 years of experience in Learning and Development Department.

DeANTS L.L.C FZ is a registered company under Meydan Free Zone. UAE

In India, with the Government of India, we hold a company registration of DEANTS L&D PARTNERS LLP with the Ministry of Corporate Affairs.

OUR JOURNEY

Founded on 20 July 2020, our startup has trained over 9,500 professionals across UAE, KSA, Oman, Doha, Kuwait, Jordan, Maldives, Sri Lanka, and India. While hospitality is our core, we have delivered soft skills training in IT, healthcare, pharma, real estate, banking, energy, tourism boards, colleges, automobile, logistics, and government entities. To date, we have designed, developed, and delivered 150+ programmes. Our approach combines practical learning with lasting impact. Every programme is customised to industry and role. Our programmes are fun, interactive, and feature high-quality content designed to meet your business needs.

OUR VISION

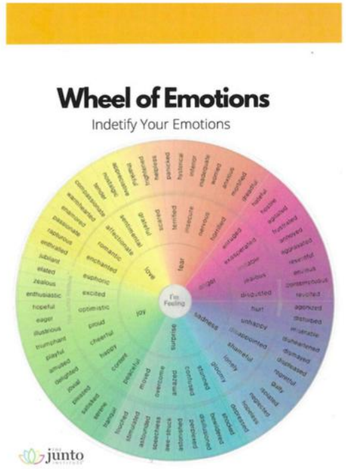
To be your first choice outsourced Learning & Development department that provide you with the highest quality tailor-made solutions or support while being financially sustainable.

WHY CHOOSE US

We maintain the Learning & Development (L&D) Services of your property as your “own L&D department”. We provide high-quality L&D activities that are financially sustainable without burdening your payroll budgets.

Our Sample Materials

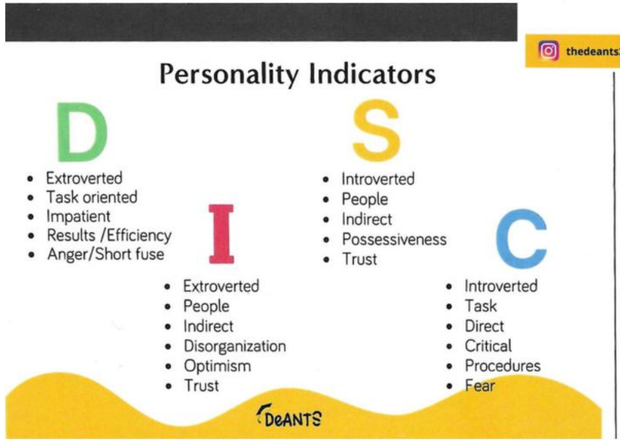




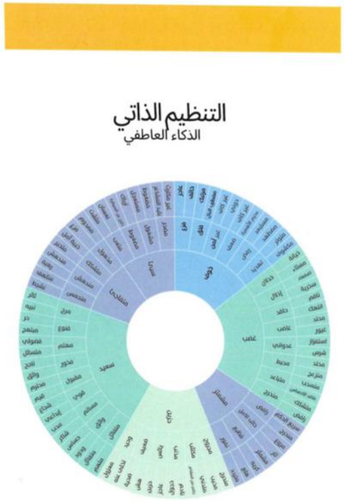














CONTACT

Tripat.mehrotra@deants.org
Support@deants.org

www.deants.org

+971589859534

+971589859534

SOCIAL MEDIA

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@YourDeANTS

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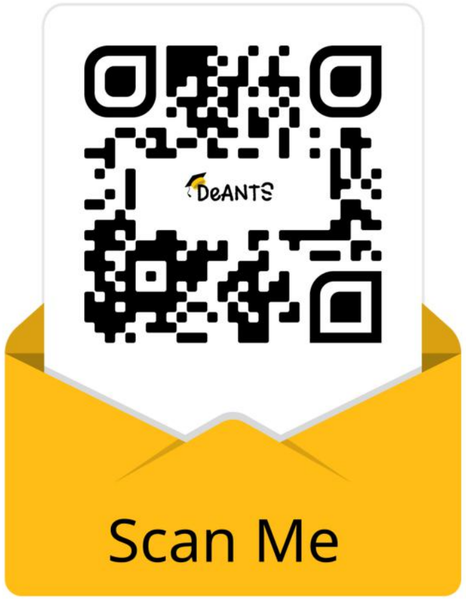



CORRESPONDING ADDRESS

UAE Office
DeANTS – Your Outsourced Learning & Development Department
DeANTS – LLC FZ - Business Center 1, M Floor, The Meydan Hotel, Nad Al Sheba, Dubai, U.A.E

India Office
DeANTS L&D Partners LLP
Ground Floor
Tower B, Building 5-DLF Cyber City, Phase 3 Gurgoan-122002

We are your outsourced Learning & Development Department