

Lumina Learning

Lumina Learning creates innovative psychometrics by taking a humanistic approach and viewing people as "human beings" rather than "human doings". As a **Lumina** practitioner, I help organisations transform their performance by transforming their people. I'm passionate about improving personal effectiveness at all levels within organisations.

Developed at the University of Westminster, London, Lumina Learning fully equips you with the knowledge and tools to drive the success of your organisation. With Lumina Learning your organisation can:

- Develop a pipeline of transformational leaders
- Better manage staff and create high performing teams
- Dramatically improve productivity and personal effectiveness at all levels
- Attract and retain high potential talent



The Lumina Difference

Our tools are the next generation of professional assessments based on Jungian and Big 5 Theories. The holistic approach avoids labeling and stereotyping while embracing the paradox that when measuring personality "traits" they lie on a continuum – not as one thing or another (e.g. we are neither an extrovert or introvert; we have elements of both). It measures three parts of our **self**: underlying, everyday and overextended, as part of its integrated **Whole Person** approach.



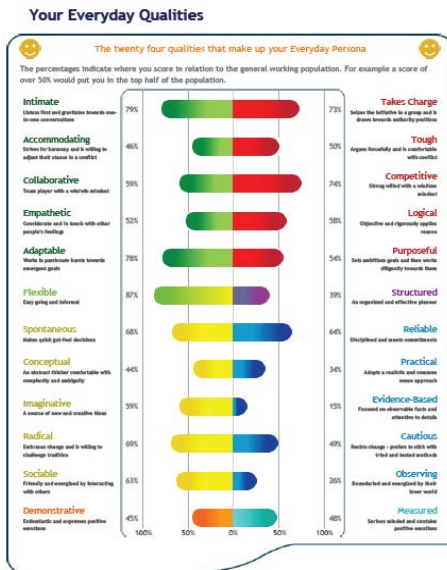
The foundation of Lumina's products, **Spark** is a comprehensive portrait of you. It provides a highly interactive colourful framework for better self-understanding and helps people identify how to improve their working relationships with others. It's based on the principles of:

1. **Developing Self Knowledge**
2. **Building Rapport**
3. **Valuing Diversity**
4. **Co-Creating Results**



Leader* measures sixteen leadership competencies in 2 very different situations:

- 1) **Effective** use of your leadership competencies - when everything is going well
- 2) **Overextended** use of your leadership competencies - when you are stressed. It makes you aware of how you see yourself as a leader and leverage leadership competencies you may not be aware of.



*Lumina Leader can be augmented with Leader 360 to give the perspective of your leadership style by those around you. Leader and Leader 360 work together to inform what you're choosing to do as a leader and the leadership choices you're making often. This leads to leadership choices you may want to try based on unutilized strengths

Outcomes and Benefits

- Self-awareness of individuals in understanding their strengths and impact
- Co-creating of strengths based performance plans
- Career path planning by defining strengths needed per specific job roles
- Opportunities to explore your ability to cope with situations you may have struggled with in the past
- Ideas on how to adapt your leadership style
- Goals for the future and how you would like your leadership style to develop
- Goal Setting and Action Planning
- Effective Communication
- Resilience to Stress
- Understanding Blind Spots
- Assertiveness and Authenticity
- Active Listening
- Building on strengths within a team and bridging the gaps
- Team cohesion with improved communication and respecting diversity
- A common language to understand behaviours within organization - increased understanding to bridge silos and increase morale
- Giving constructive feedback
- Understanding organizational and team culture and how to work effectively in this domain
- Effective and Productive Relationships and teams
- Conflict Management
- Employee Engagement and the Lumina Three Personae
- Mentoring

eveofchange Lumina Learning Packages

It's important to me that you get maximum benefit of Lumina for your professional and leadership growth. I'm making it as accessible to you, your team and organization with the following options. Together we can also create a tailored option.



1. **One-One** 90 minute debrief in-person or via skype for clients currently being coached through **eveofchange**
2. **One-One** 90 minute or 2 hour debrief in-person or via skype with option for further hours of coaching
3. **Team Workshop In-Person** focused on pre-established goals. Individual hour debriefs + ½ day team workshop OR full day team workshop with group debrief. Up to 16 participants
4. **Team Workshop Online** is my new offering! Got a large team or located anywhere in North America? This 5 week on-line Spark program is perfect. It's an in-depth discovery for the individual and team tailored to the needs and goals of the group
5. **Lumina Online Group Coaching Program** is offered twice a year to individuals wanting to deepen their personal and professional development. Check my website for the next offering.



1. **One-One** 90 minute Leader debrief in-person or via skype for clients currently being coached through **eveofchange**
2. **One-One** 2 hour Leader debrief in-person or via skype with option for further hours of coaching to map out an action plan going forward
3. **One-One** 2 hour debrief on Leader and 2 hour debrief on Leader 360 with option for further hours of coaching to map out an action plan going forward.

Ready to talk? Drop me a line <mailto:evegaudet@eveofchange.ca>