Overview

Lumina Spark is the next generation of professional development tools supporting individuals, teams and organisations 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 how to improve their working relationships with others. By applying the Lumina Spark model, learners unlock multiple business benefits.

We use Lumina Spark to enhance a range of different types of learner experiences, such as: short presentations, a broad range of training courses, inspirational coaching sessions or an in-depth group facilitation process.

Lumina Spark's insight helps people become more influential with internal and external clients, colleagues and stakeholders.

At a glance:

Big 5 and 'Best of Jung' - The model is based on the latest Big Five research paradigm, and can also be viewed through the popular Jungian lens.

Trait not Type - Lumina doesn't label people or put them in a box, we call this trait, not type.

Embraces Paradox - Lumina doesn't force choice of preferences, we call this "embracing paradox". We independently measure the level to which each individual has opposite, competing and contradictory aspects of their personality e.g. their level of introversion and extraversion.

Measures 3 Personas - We measure three unique yet integrated views of you – the Underlying you, the Everyday you and the Overextended you.

Simplicity and Depth - We use colourful and practical language to create a set of ideas that people remember and can apply for years to come. The model can be used at a big picture 4 colour level, an 8 aspect level or a detailed full 24 quality level – dependant on your application.

Questions Lumina Spark Addresses

How can I raise everyone's self awareness and improve the quality of working relationships? What can I do to maximise 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 their communication needs?

How can I develop effective leaders and managers? How do I sell powerfully and account manage effectively?

How can my people work better in their teams, and my teams interact to create better results?

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How it Works

Your Lumina Mandala

The starting point of a Lumina Spark professional development experience is a simple online questionnaire which enables participants to receive a comprehensive, highly personalised Lumina Portrait. This accurately describes persona, and provides a practical method for reading and adapting to others. The Portrait is used as the basis for on-going development programmes.
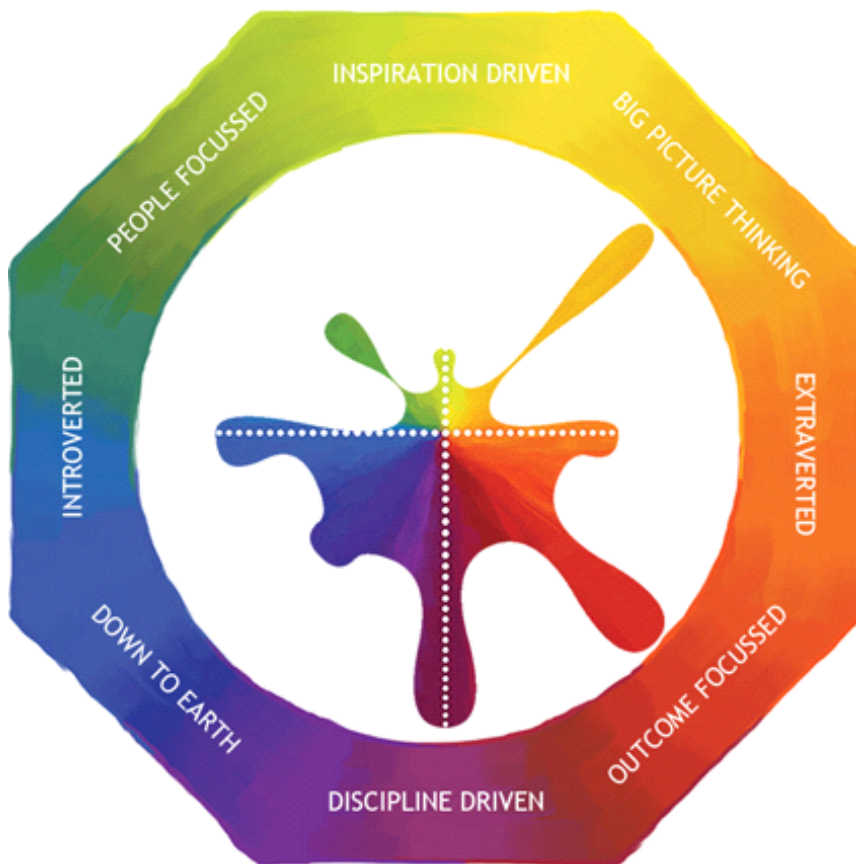
> Ci f ̇ ̇ ͏ Wents enjoy using Lumina Spark because it produces clear insight ͏g into how individuals can work more effectively with others. Individuals love it because it gives a clear, jargon free insight into their personality.

Distinct differences between Lumina Spark and other psychometrics

IT'S PERSONALISED. No stereotyping; No labelling; No boxing; No grids; No cells. We measure 24 qualities on a continuum – we call this 'trait not type'. The highly individualised portrait ensures everybody touched by our programmes receives a meaningful, personal experience.

IT'S REALISTIC. By embracing paradox, individuals are delighted at last to recognise themselves in their own portraits, appreciating their unique strengths and acknowledging the areas where they could improve.

IT'S CUSTOMISED. The Lumina Portraits are completely tailored to the individual. We combine the collated results from the questionnaire with tailored information, inspirational quotes and development exercises - depending on the individual profile and the focus of any accompanying training or coaching.

IT STICKS. We use memorable, colourful and practical language to create a set of ideas that people remember and can apply for years to come. The model has 'simplicity and depth' and can be used at a big picture 4 colour level, an 8 aspect level or a detailed full 24 quality level – depending on your application.

IT WORKS. Lumina Spark is flexible & measurable; it creates results orientated interventions. Using the GROWS model of coaching, and an online goal setting/monitoring tool we ensure that everybody is held accountable to follow through on their commitments, making sure that they achieve the best possible benefits from taking part.

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Customising Lumina Spark

Q. How can I ensure all training resources and psychometrics use our organisation's language?

Q. We have already invested heavily in key learning models - how can Lumina Spark weave these concepts into the fabric of the learning?

Q. I would like to be able to apply our own branding and imagery to the Lumina Spark resources - is this possible?

Lumina Spark provides a better understanding of the uniqueness of people and also honours your organisation's identity. We are able to upload images to the Lumina Spark portraits including your company logo as well as any specific messages or content to the Lumina Portrait and the workbook. These are just a few of the ways we can structure the Lumina Spark resources to meet your specific requirements. With Lumina Spark we can work with you to build on previous learning experiences and take the development of your people and your organisation to the next level.

Typical Training/Coaching Agenda

- Understanding your own persona at work
- Building awareness of others' qualities
- How to overcome differences with others
- How to 'speed read' others and refine how you communicate with them
- How to transform relationships
- Action Planning using GROWS model

My Lumina Online

Q. Can you provide a cost effective way of ensuring workshop, training and coaching interventions result in practical action and measurable improvements?

Q. Could highly innovative e-learning continue the magic of your workshops, training and coaching to our desktops?

Everybody gets a login for their own 'My Lumina Online' account which contains their Lumina Spark Portrait and other exciting resources designed to encourage learners to apply what they have been taught. A learner can record and track their goals and commitments made during a face-to-face learning experience in 'My Lumina Online'. It also provides the organisation with data to measure the return on investment of these learning interventions.

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