

## Overview



Lumina Spark provides highly interactive and fun experiences in which learners explore who they are, using an individualised psychometric profile tool called a Lumina Portrait. It provides a 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 can unlock many business benefits.

The foundational Spark resources can be designed into 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.

Specifically, Lumina Spark will help your people become more influential with internal and external customers, it will give them a practical tool to produce results through the people around them.

## A Client Perspective

Your Lumina Affiliate will be your guide to the Lumina Spark suite of models, psychometrics, e-learning and other resources. These can create powerful breakthrough learning experiences.

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 programme 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 and 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.'**

## 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?

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## How it Works

Your Lumina Mandala

The highly memorable four colour energies, underpinned by a further eight aspects are symbolically displayed in the Lumina Portrait on a mandala.



**Lao Tzu stated 'He who knows others is wise. He who knows himself is enlightened' and it is upon this premise that Lumina Spark interventions are based. We know that everybody is unique and adopts their own individual style in communicating with others. No two people have the same wants, desires or expectations. For this reason attaining a greater level of self awareness is an integral part of Lumina Spark.**

## Lumina Portrait Short Questionnaire

The questionnaire is available online, it takes between 10 and 15 minutes to complete and enables learners to receive their highly personalised Lumina Portrait which accurately describes their persona. It helps them explore their own unique qualities and provides them with a practical method for 'reading' other people. When we know ourselves and we have the skills to appreciate others, we can then begin to refine our behaviours to meet the needs of the situation and significantly improve our relationships and teamwork.

Lumina Spark's simple and memorable colour language gives everybody a common foundation for talking about behaviour. This approach raises selfawareness. Using this new knowledge, individuals can develop their interpersonal skills which contribute to a positive 'can do' team spirit. When this builds a critical mass, breakthroughs begin to happen in team dynamics and leadership style.

We pride ourselves on the fact that every Lumina Portrait is unique to the individual. It describes how an individual's preferences for using the four colour energies impacts their behaviour and performance at work. In addition to highlighting the strengths to build on, it also shines the light of awareness on potential blind spots. All Lumina Spark interventions end with a powerful action planning process to ensure positive commitments are tracked using 'My Lumina Online'. We believe that ongoing support is crucial in sustaining continuous change.

For clients who have invested in other Jungian approaches, Lumina Spark is available through a Jungian lens. When Lumina Spark is integrated into existing programmes in this way, clients report that the practical application of the core Jungian messages is significantly enhanced.



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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 honours your organisation's identity. As a Lumina affiliate you can upload images to the Lumina Spark portrait and add your company logo as well as specific messages to the Lumina Portrait and the workbook. These are just a few of the ways you can structure the Lumina Spark resources to meet your specific requirements. With Lumina Spark you can build on previous learning experiences and take the development of your people and your organisation to the next level.

## My Lumina Online

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

Q. Could highly innovative e-learning bring the magic of Lumina Spark workshops 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 Lumina Spark experience in 'My Lumina Online'. It also provides the organisation with data to measure the return on investment of these learning interventions.

### Typical Lumina Spark Agenda

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



## The Lumina Community

The Lumina community of affiliates are experts in their field. Joining this community will provide you with the support needed to design and deliver stunning, customised interventions, using the world-class four colour Lumina Portraits and an environment where core knowledge is accessible at the click of a button. This is a very effective group of professionals who can design large scale, themed, learning interventions for your clients.

## Qualification Overview

As an affiliate the Lumina qualification puts the full range of Lumina's inspirational and practical resources into your hands. This includes a portfolio of integrated Lumina Portraits for different application areas, supported by workbooks, job aids, PowerPoint presentations and e-learning as a resource. Together, they collectively form Lumina's carefully distilled knowledge of industry best practice. Combining this best practice with your knowledge of your clients unique requirements, results in inspirational designs executed with competence and passion.

Lumina conducts the qualification as a three day intervention with ample opportunity for practical experience, so that at the end of the last day the affiliate is 'airborne' and ready to put their new found resources into action.

## Qualification Questions

- Q. How do I become a Lumina affiliate - qualified in state of the art learning and assessment resources?
- Q. How do I become licensed to design and deliver Lumina programmes, using the full range of Portraits, PPTs, workbooks and electronic resources?
- Q. How can I profitably roll out Lumina programmes across my client organisation?



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## Qualification Agenda

- Day 1 | Experience of a Lumina Spark workshop  
This highly interactive day will provide you with an inspirational experience, using your Lumina Portrait in a workshop format. You will experience 'best practice' in facilitating/coaching, with highly effective and proven processes. This will help you generate ideas for how the concepts can be practically applied in your client accounts.
- Day 2 | Understanding the model, mandala and Lumina Portrait  
We will provide more detail on the background of the model, to enable you to have complete confidence, so that you understand it and can handle any learner's difficult questions. The links between Jungian psychology and the 'big five' will be discussed in addition to the latest thinking in business psychology. During the day you will have the chance to practice your own Lumina Portrait feedback skills.
- Day 3 | Facilitating and/or Coaching - a practical experience  
The last day involves more practical experience of either facilitating or coaching with the model. We will examine how the model can be used in differing contexts and generate quite different outcomes. Finally, ethical issues will be highlighted and the follow on qualification processes planned.

**EduVision Inc.**

Certified Management Consultants

## Qualification Objectives

At the end of the 3 days all affiliates will:

Build your capability to deliver inspirational interventions using the Lumina Spark portrait and supporting resources.

Understand the 'big five' theoretical background, development method, and validity of the Lumina Spark model.

Know how to personalize and use 'My Lumina Online' so it reflects both your branding needs and your approach to business.

Be orientated and be aware of all Portraits and resources from Lumina Leader, Lumina Sales, Lumina Talent, Lumina Culture and Lumina Team.

Experience significant personal and professional development in a safe environment.

Leave with a personalised action plan, detailing how you will utilise the Lumina resources in your business practice over the next 12 months.