



www.luminalearning.com

## Overview



Lumina Spark provides highly interactive and fun experiences in which learners explore who they are, using an individualized 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.

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.

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 program was run cross-departmentally and the Commercial Director said:

**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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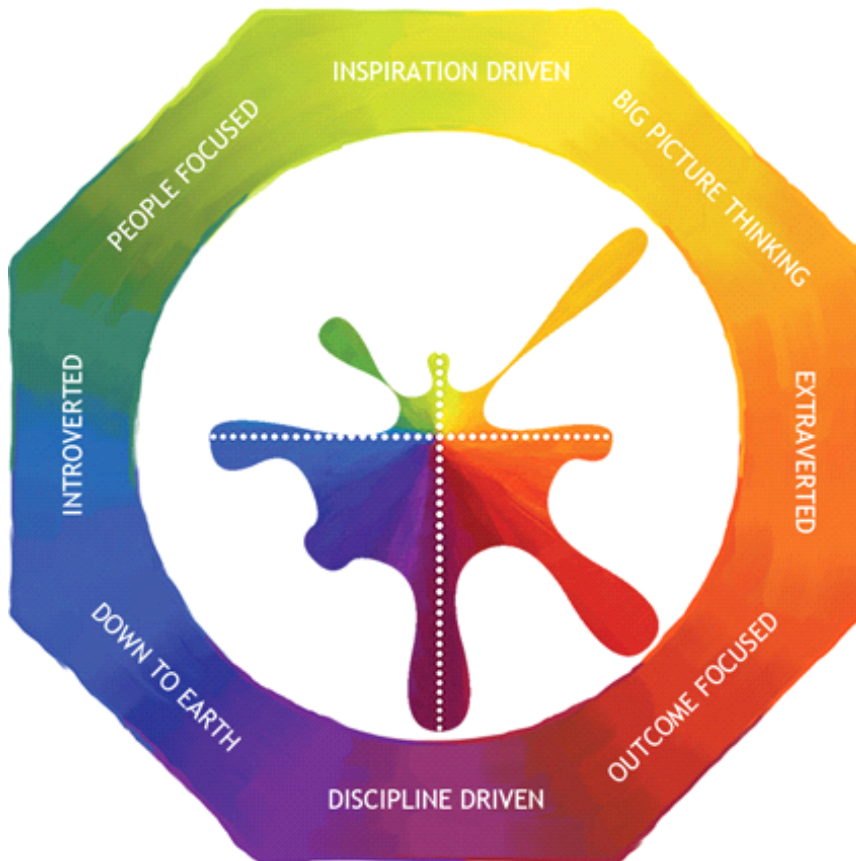


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## How it Works

Your Lumina Mandala

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



**Clients enjoy using Lumina Spark because it produces clear insight 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

The questionnaire is available online, it takes between 10 and 15 minutes to complete and enables learners to receive their highly personalized 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 behaviors to meet the needs of the situation and significantly improve our relationships and teamwork.

Lumina Spark's simple and memorable color language gives everybody a common foundation for talking about behavior. This approach raises self awareness. 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 color energies impacts their behavior 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 programs in this way, clients report that the practical application of the core Jungian messages is significantly enhanced.

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## Customizing Lumina Spark

How can I ensure all training resources and psychometrics use our organization'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 honors your organization'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 organization 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 organization 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

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