www.luminalearning.com

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.

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.

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 - dependent 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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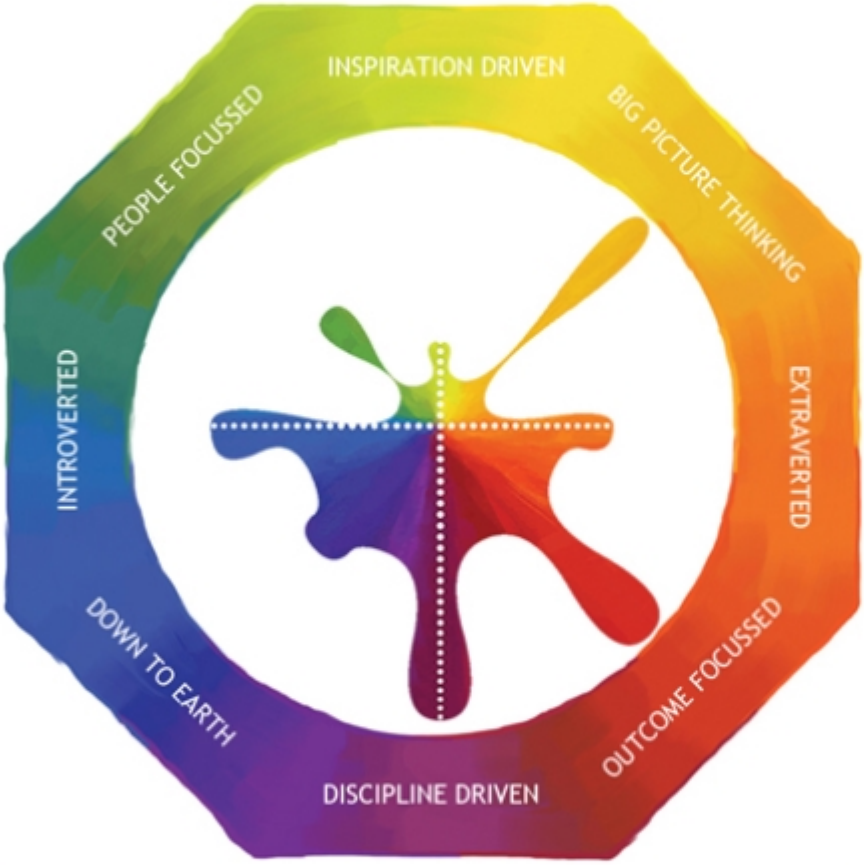
How it Works

Your Lumina Mandala

The starting point of a Lumina Spark professional development experience is a simple online questionnaire which enables participants to receive a highly personalised 38 page 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.



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

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 CUSTOMISED. All our validated psychometrics, systems and resources are completely customisable. On every project, you can prioritise the brand or multiple brands that are displayed (your own, Lumina's or your client's) depending on your requirements. The content for each portrait can be selected depending on the focus of your project. Content can be selected from the Lumina Spark portrait, the 40 page workbook, or by uploading your own content. You can easily merge your existing materials with all Lumina Learning's materials.

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, we ensure that everybody is held accountable to follow through on their commitments, making sure that your clients receive the best possible benefits.

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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 practitioner 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.

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

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.

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