



# Insights<sup>®</sup> Discovery

## Take Insights Beyond a One-Time Use

The introductory workshop to the Insights Discovery profile is just the first step into the various programs Insights Discovery offers. Increase your ROI by going beyond the one-and-done approach by integrating the tool into your organization's culture and employee development with the following options:

### Discovering Leadership Effectiveness

Building off the foundational introductory session, we work with leaders to explore their personal leadership style and unique value.

Through a series of workshops and/or coaching sessions, leaders learn how their individual style and preferences manifest themselves in their leadership. This enables the leader to examine their effectiveness in each of the Four Manifestations of Leadership – Centered Leadership, Results Leadership, Visionary Leadership, and Relationship Leadership.



### Discovering Sales Effectiveness

A foundational program for salespeople who want to develop their skills, improve their interactions with customers and apply a people-centered approach to sales.

Delivered in one or multiple sessions, participants take their learning from their introductory session and apply it in a sales setting, exploring how preference and behavior can impact customers at each stage of the sale. Not only this, but the program uses the familiar four-color model and personalizes it for salespeople to build a better understanding their sales style in the following areas: before the sale, identifying needs, proposing, handling buying resistance, gaining commitment, and follow-up and follow through.

By developing their awareness of self and others, sales professionals can adapt their own unique selling style to build better customer relationships.

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## Discovering Team Effectiveness

Is your team new? Are there challenges when it comes to its effectiveness? Is there an important team initiative you're looking to gain clarity and traction on? Looking to build a more cohesive team culture?

Effective teams are the building blocks of any successful organization, so it's important that they are balanced, focused, and cohesive. The Team Effectiveness session provides a team with a framework it needs to identify the most pressing and important issues. If one of these areas isn't working properly then the team may be unproductive in any number of ways.

Throughout this session, we help to diagnose and confront problems, improve relationships, inspire success, and ultimately increase productivity.

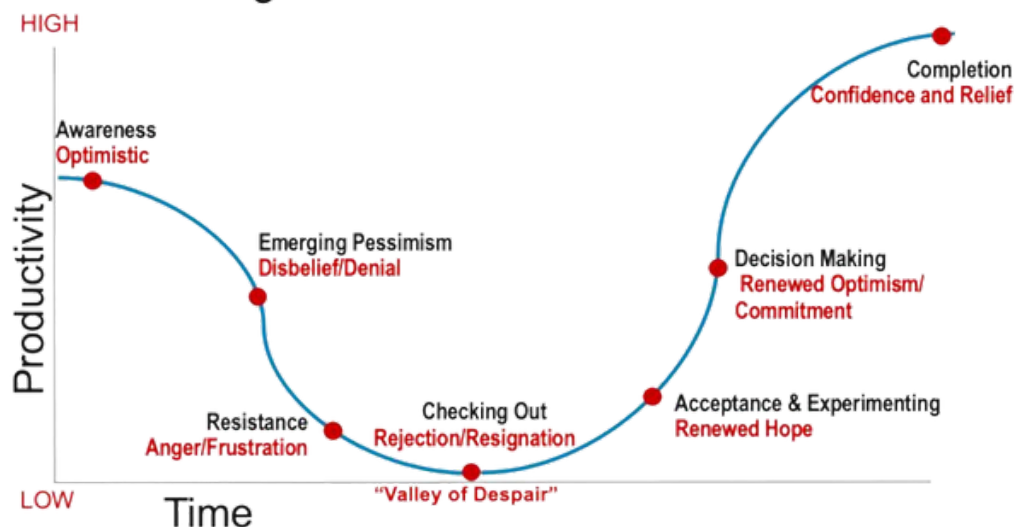


## Thriving Through Change

Thriving Through Change is a flexible modular program that helps organizations and people successfully navigate change and transition.

Targeted to help us understand our emotional responses to change, the program consists of four modules with supporting digital resources, and it can be delivered as a half-day learning experience or as a separate module. It leverages each learner's Insights Discovery Profile, empowering them to develop a deeper awareness of their own and others' preferences when navigating change.

## Change and the Transition Curve



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# Managing Self for Performance

A perfect part two to the introductory session, Managing Self for Performance is a four-part learning experience that helps participants get the most out of the Management Chapter in their Insights Discovery profile.

Fit for individuals or teams, the four sessions participants will experience are:

<b>IDEAL ENVIRONMENT</b> Understand and communicate needs and preferences to create an ideal environment.	<b>MANAGING ME</b> Recognise, prioritise and identify individual needs and develop strategies to meet those needs.
<b>E-LEARNING PRE-WORK</b> Influence of our environment   Your ideal environment   In place/not in place   Creating your ideal environment   Reflections	<b>E-LEARNING PRE-WORK</b> Importance of management   Your management needs   Assess priorities fulfilled/not fulfilled   Meet your management needs   Reflections
<b>WORKSHOP EXPERIENCE</b> <b>1 OVERVIEW</b> Definition <b>2 COLOUR ENERGIES</b> Colourful review <b>3 PROFILE APPLICATION</b> Creating ideal environments <b>4 APPLICATION</b> Priority and influence   Fill your cup   Action plan <b>5 TEAM</b> Team charter	<b>WORKSHOP EXPERIENCE</b> <b>1 OVERVIEW</b> Definition <b>2 COLOUR ENERGIES</b> Conversation starters <b>3 PROFILE APPLICATION</b> Complete the sentence <b>4 APPLICATION</b> Finding the meaning   Suggestions for development   D4 Feedback <b>5 TEAM</b> Value to the team
<b>MOTIVATING ME</b> Identify sources of motivation, potential blockers and develop valuable motivational techniques.	<b>MANAGEMENT STYLE</b> Recognise and adapt personal management style to meet the needs of others.
<b>E-LEARNING PRE-WORK</b> Power of motivation   Your motivators & blockers   Assess priorities Motivation examples   Motivating yourself   Reflections	<b>E-LEARNING PRE-WORK</b> The importance of good managers   Learning from examples   More or less of Your style in action Areas of development   Dial up/down   Reflections
<b>WORKSHOP EXPERIENCE</b> <b>1 OVERVIEW</b> Power of motivation <b>2 COLOUR ENERGIES</b> Colourful motivators & blockers <b>3 PROFILE APPLICATION</b> Personal Post-Its <b>4 APPLICATION</b> Current vs Future   Show me how   Making it a reality <b>5 TEAM</b> Team motivation	<b>WORKSHOP EXPERIENCE</b> <b>1 OVERVIEW</b> Effective managers <b>2 COLOUR ENERGIES</b> Colourful management style <b>3 PROFILE APPLICATION</b> Power up/down <b>4 APPLICATION</b> Your management style   Shine a light   Action plan <b>5 TEAM</b> Communication strategies

# Resilience and Agility

Resilience and agility have always been essential for human survival, and that applies especially in today's constantly changing business world. We need to consciously cultivate these abilities if we are to effectively compete, innovate, and evolve.

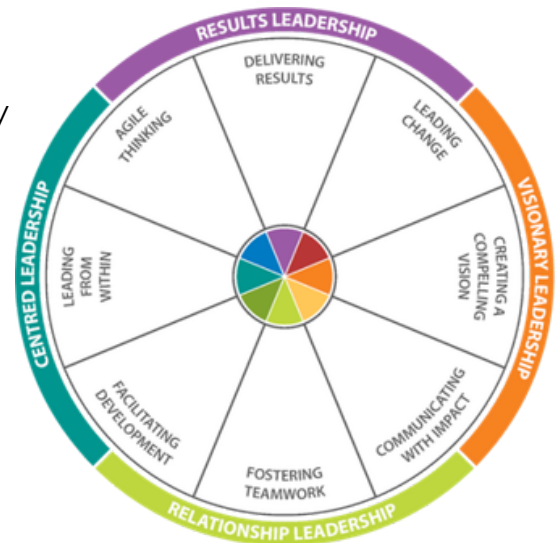
Scheduled as a stand-alone session or an add-on to the introductory session, the participant will walk away from the Resilience program with a personalized resilience plan. In the agility program, participants will be better-equipped to recognize when they need to shift their mindset, view, and behaviors to enhance their (and the organization's) ability to cope with, and adapt to, the endless changing environment.

## The Self-Aware Leader

Built for leaders at all levels, the Self-Aware Leader program helps leaders increase their self-awareness to develop their personal leadership qualities. More than any skill, leadership is about who you are, not what you know.

Using the Insights Discovery Transformational Leadership Profile and the 8 Dimensions of Leadership, the program takes a group of 8-10 leaders inward, reflecting on how they show up as a leader, exploring where they can naturally empower those around them, and how they can influence their team members and those they work with. It allows leaders to look at themselves realistically to identify their vulnerabilities and their potential.

Designed as an 8-month program with a mix of group sessions and 1:1 coaching, this program will leave leaders transformed. To see the full brochure and program outline, [click here.](#)



## Insights Full Circle

Discovery Full Circle is an anonymous or named 360 feedback report that allows you to see how your stakeholders see you in relation to the Insights four-color model with the option to add comments. Presenting feedback in this positive and reinforcing framework enables individuals to explore their strengths and development areas, consider the impact these might have on relationships, and create an action plan for development. Insights Discovery Full Circle report is accompanied by a Learning Guide filled with hints, tips, ideas, and exercises.

## Explore

Designed for front-line workers whose leadership teams have experienced the full Insights Discovery Profile, this program provides a simplified version of the profile and debrief session.

With Explore Profile being accessed through a web browser, participants have access to learner-led videos and written content to apply their learnings from their debrief sessions. There are options to purchase additional modules where participants can learn how to leverage the four-color energies in Remote Working, Service, Wellbeing, and Learning.

### Ready to Get Started?

Let us help you and your business today.

Contact **Megan Brummel** at

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