

Start with **Personal Effectiveness** as the **foundation**



Insights Discovery Personal Profile (IDPP) – includes the Foundation & Management Chapters, a team wheel, colour graphs and application discussions.

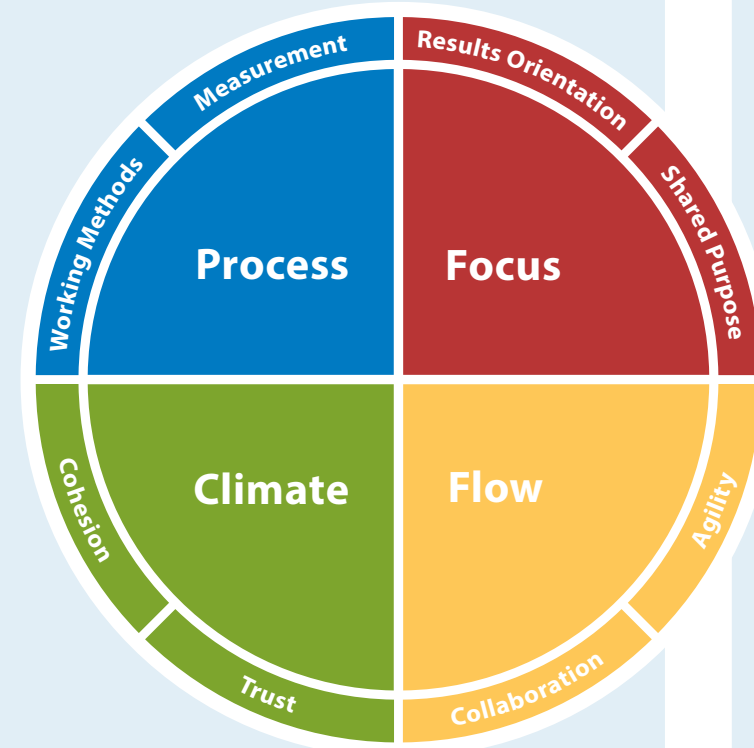
Alternatively, **Explore** is an entry-level web-based profile with a choice of four themes. It's a high-level option to reach all individual contributors, and needs support follow-through application for impact.

Team Effectiveness

Insights Discovery Personal Profile (IDPP) – including a deeper dive, the team wheel, four pillars assessment, and the Discovering Team Effectiveness (DTE) workshop journal.

Topics

- Team perception
- Who are we, as individuals and as a team?
- Deep-dive the team wheel and preferences
- Which colour energies should we dial up/down as a team?
- The four pillars: Focus, Process, Climate and Flow



Leadership Effectiveness

Insights Discovery Personal Profile (IDPP) – including the Management and/or Achievement chapters, Direct report team wheel, and Discovering Leadership Effectiveness (DLE) workshop journal.

Topics

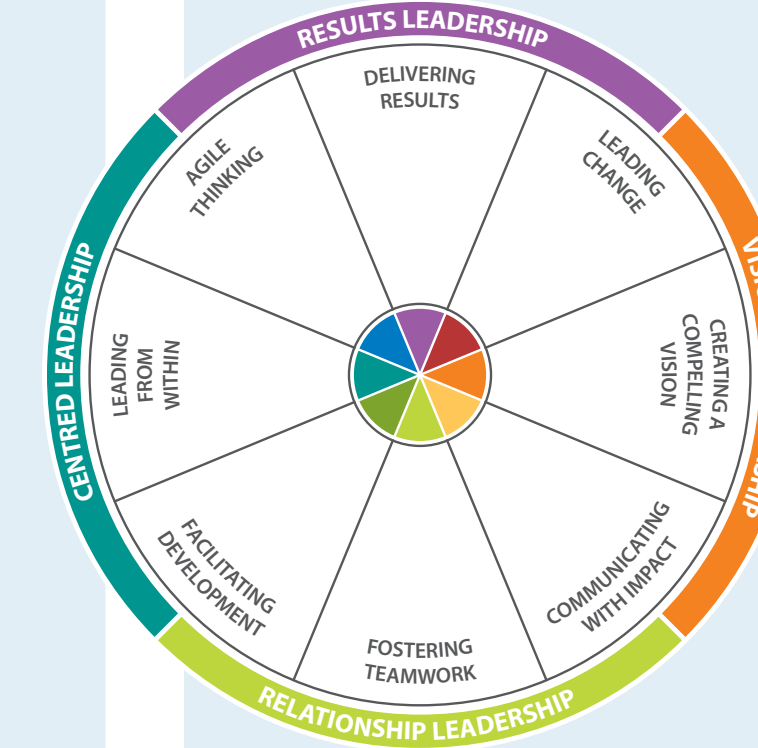
- Deep-dive the team wheel and preferences
- Understanding my unique leadership style
- Gifts and challenges of the four colour energies in leadership
- How others might perceive my leadership style
- Motivators and Blockers
- Four manifestations of leadership: Results, Centred, Visionary and Relationship

Leadership Effectiveness – Next Level

Insights Discovery Transformational Leadership Profile (IDTL) – including the Self-Aware Leader (SAL) learning guide and workshop journal.

Topics

- Understanding my authentic leadership style
- Self, Team & Organisation leadership style
- Building my strengths in the eight dimensions of leadership:
 - Leading Change
 - Delivering Results
 - Communicating with Impact
 - Fostering Teamwork
 - Agile Thinking
 - Leading from Within
 - Facilitating Development
 - Creating a Compelling Vision

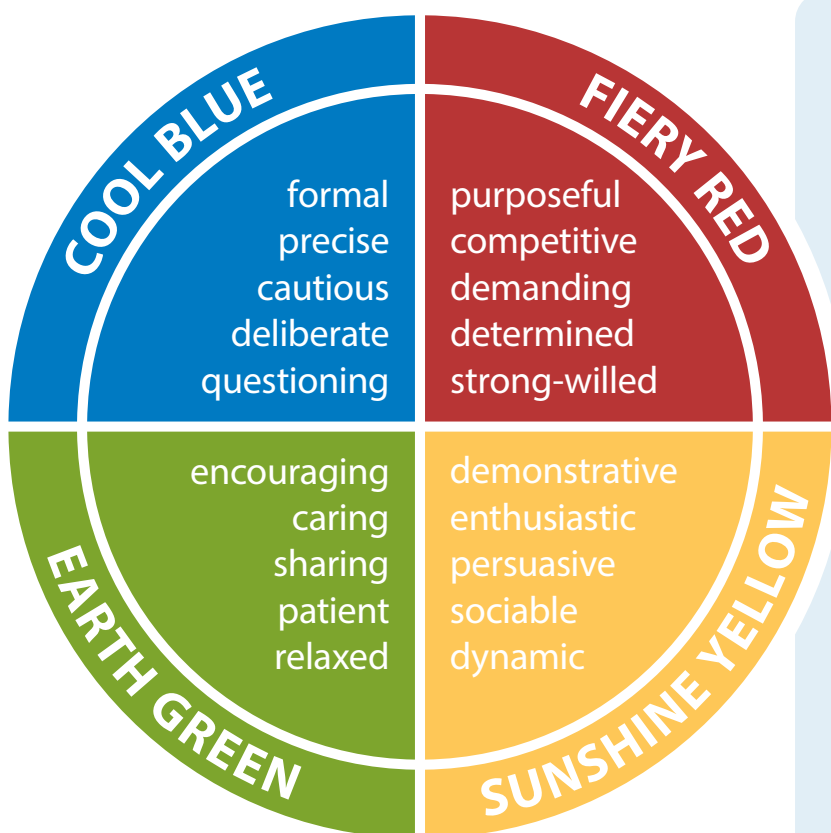


Sales Effectiveness

Insights Discovery Personal Profile (IDPP) – including the Effective Selling chapter and the Discovering Sales Effectiveness (DSE) workshop journal.

Topics

- The four colour energies in sales interactions
- Understanding how I show up
- Recognising the personality of my customer
- Adapting to my customer
- Understanding my unique sales preferences
- Assessing my strengths in the six stages of a sales call



Sales Effectiveness – Next level

Insights Discovery Personal Profile (IDPP) – including an Effective Selling chapter deep-dive, Discovering Sales & Influencing (DSI) playbooks, e-learning modules and sales effectiveness assessments.

Topics

- The six steps of selling model – deep-dive
- Sales Preference Indicators – deep-dive
- Strategies for strengthening connections with customers – deep-dive



Stress Management and Personal Resilience & Agility

Insights Discovery Personal Profile (IDPP) – plus the Thriving Through Change programme and Insights into Resilience & Agility.

Topics

- Understanding my preferences and colour energies to optimise my energy levels
- Understanding my stress triggers
- Managing stress
- Building a personal resilience strategy
- Adopting a growth mindset

Giving & Receiving Feedback

Insights Discovery Full Circle Profile (DFC) – including 12 respondents, facilitator and coach notes, Colourful Frustration cards and Ask & Tell cards.

Topics

- Receive feedback from peers, direct reports and managers
- Workshop with the DFC feedback
- Commit to a personal development plan