

INSIGHTS® DISCOVERY PERSONAL EFFECTIVENESS

DEVELOP

The memorable and fascinating program by establishing a common colorful language will help the participants to discover the versatile personalities and demands, to adapt to different communicational situations, thus improve the interpersonal relationships and cooperation.



COMMUNICATION IS MOST EFFECTIVE if it considers the partner's needs, expectations and is adapted to the partner's personal style. Everyone is individual; the style, the expectations and needs differ from person to person. Our program helps to reveal how can we get to know more about ourselves and others and how can we use this knowledge to communicate more effectively.

ALL PARTICIPANTS FILL IN THE INSIGHTS EVALUATOR before the course, based on which the Insights® Discovery Personal Profiles are generated for each participant. Using this Personal Profile, the program enables individuals to understand their own personality better, to identify other types of personalities, and adapt to different communication needs. The introduction of the Insights' four color energies - Fiery Red, Sunshine Yellow, Earth Green and Cool Blue - create a memorable common language and a framework on which participants can base their interactions in the future.

By the end of the program, participants will be able to

understand themselves better and recognize own and others' different personal styles, adapt to each other and communicate more effectively with colleagues and clients.

Prerequisites

The Insights Discovery Personal Profile

Potential follow-up courses

Insights Personal Effectiveness – Advanced
Insights Team Effectiveness
Insights Colourful Leadership
Insights Sales Effectiveness



duration
2
days

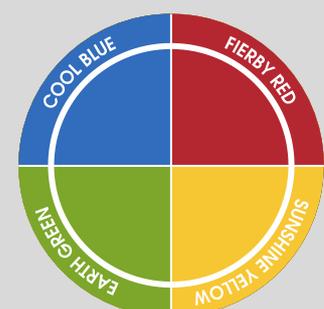
Target group

Everyone, who wishes to communicate more consciously and effectively with various personality types

Topics

- The power and effects of individual perception
- Jung's preferences which serve as a basis for the colorful system of Insights Discovery
- The structure and understanding of the Insights Discovery Personal Profile that contains participant's personal styles, key strengths and fields of development, communicational styles and suggestions for effective personal development
- Exploring and deep understanding of the Personal Profile
- Tools to be able to recognize others' styles
- Adapting and connecting techniques to others' preferences
- Brief insight into team effectiveness and participant's added value to the teamwork
- Action planning and keys to success

The four colour energy system of Insights



Pablo Picasso: Girl with a Boat (fragment)

INSIGHTS® DISCOVERY

PERSONAL EFFECTIVENESS [ADVANCED]

The program explores the most important rules of the balanced use of colour energies in six topics. Goal setting, Creative problem-solving and Time management provide tools to reach higher level of effectiveness. To find supporters for our aims, the modules of Cooperation, Handling difficult partners and Giving feedback will give guidelines. The aim is to help participants in the skilled, extensive and conscious use of all the four colour energies.



AFTER GETTING TO KNOW THE SYSTEM OF INSIGHTS DISCOVERY, we become aware of our own values, strengths and also our weaknesses. Improving our missing colour energies in the everyday practice without support is, however, very difficult – at least at the beginning. The Insights Personal Effectiveness Advanced training provides help in six specific work related areas in the development of the participants.

BALANCING AND CONSCIOUS USAGE of the colour energies help us reveal and assess situations, tasks or problems more fully and effectively and thus resulting better solutions. At the same time by gaining supporters for us, our work relationships, team work and even the results will be improved. Communication and cooperation skills will further be boosted by refreshing and deepening the Insights methodology.

DURING THE TRAINING we help the participants apply the previously and newly acquired knowledge by various, easy models that can be easily and quickly used in real life situations.

duration
1-2
days

Target group

Everyone, who is familiar with the Insights system and wishes to further increase his personal and co-operation effectiveness

Topics

- Review the Insights system and its dimensions and colour energies
- Setting goals by applying the G-WAVE model and SMARTA criteria
- Creative problem solving of company-related tasks and situations
- Time management skills by eliminating the disadvantages of the dominant colour energies
- Co-operation and influential skills by the G-LEAD model
- Handling our difficult pair by increasing awareness of our lowest colour energies
- Effective communication strategies in relation to all the four colour energies
- Giving feedback adapted to the colour energies, practicing the D4 model

The eight Insights types



By the end of the program, participants will be able to

set goals effectively, solve problems in a more confident and creative way, develop and apply customized time management strategies, successfully and effectively cooperate with others.

Prerequisites

Insights Personal Effectiveness basic course

Potential follow-up courses

Insights Team Effectiveness
Insights Colourful Leadership
Insights Sales Effectiveness

INSIGHTS® DISCOVERY TEAM EFFECTIVENESS

All of us are parts of different teams so our success is determined by the members of these teams. The new program of Develor which is built on the Insights personality types and self knowledge can make teams more effective because it is not only focusing on development of the individuals but also on the common development of the teams.



THE PROGRAM STARTS with the analysis of a whole team's color energies. We reveal the individual's added values which are necessary to make the team work well. Knowing the strongest color energies of the team we can describe the strengths and weaknesses of the team. We take our time to work one by one with

each colleague, and figure out the ideal workload distribution but still focusing on the goals of the team.

BASED ON THE KNOWLEDGE OF INSIGHTS® Personal Effectiveness training this course places the emphasis on using the color energies constructively for the sake of the common success. We recommend this course to the newly shaped and the already performing groups as well so that they can capitalize on tailor-made development possibilities.

By the end of the program, participants will be able to utilize the strengths of the team, be aware of the possible weaknesses, and they can support the team members to perform their bests for the common result.

Prerequisites

Insights® Personal Effectiveness training
Insights Discovery Personal Report (not older than 1 year)

Potential follow-up courses

Insights Personal Effectiveness – Advanced
Managing Remote Teams
Multicultural Communication

duration
1-2
days

Target group

Department or project teams and teams after significant changes who want to work more efficiently

Topics

- Overview of the Insights system and the color energies
- Using the color energies within the team
- Analyzing the Insights Team Wheel and the team dynamics behind
- Strengths of the team and how to capitalize further on it
- How to handle the weaknesses and the lack of certain colour energies
- My individual values and roles in the team
- Communication and co-operation strategies
- Making action plan for the team, and create commitment

G-WAVE, the goal-setting model of Insights



INSIGHTS® DISCOVERY COLOURFUL LEADERSHIP

Our leadership style also reflects our colour energies, because we leak who we are into everything we do! As leaders, the ability to tap into each of the 4 colour energies is crucial, however, we typically get stuck in our own preferred style according to our personality preferences. This course teaches leaders how to tailor their approaches based on the individuals' personality styles.



OUR NEW LEADERSHIP EFFECTIVENESS SOLUTION is designed to continue the already started colourful journey of Insights. The program helps leaders identify and explore their preferred leadership style, develop a conscious approach to their role, motivation and objective as a leader and provides them with effective tools to motivate and inspire their people.

INSIGHTS COLOURFUL LEADERSHIP IS ABOUT incorporating all four colour energies into our leadership of self and others. During the program the leaders are guided through an in-depth and exhilarating exploration of the four colour energies and eight dimensions of leadership, enabling them to examine their effectiveness in each of these diverse areas and to develop proven strategies for continuous and profound personal development. It is about balancing "our tasks" – doing the work to achieve the results we seek, – and "our relationships with people" being the authentic person we are.

By the end of the program, participants will be able to

understand their own motives, leadership style and competencies better, adapt their leadership communication to the situations and subordinates' needs, drive and motivate themselves and their direct reports to excel.

Prerequisites

Insights Discovery Personal Effectiveness

Potential follow-up courses

Insights Team Effectiveness
Motivation 3.0 – The inner power
EQ – Emotional Intelligence
Leadership Coaching

duration
1-2
days

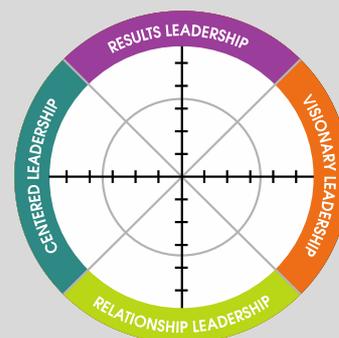
Target group

Managers on all hierarchy levels. Talents and project leaders

Topics

- Leadership awareness and conscious leadership role
- Aspects and traits of leadership and how the four colour energies show up in them
- Strengths and the flip side of leadership
- The four manifestations of leadership
- Elements and competencies of effective leadership
- Personal managing and decision making style
- Key leadership motivators and blockers
- Force-field analysis: exploring driving and restraining forces
- Adapting and communication strategies to increase leadership effectiveness

The 4 manifestations of leadership



INSIGHTS® DISCOVERY SALES EFFECTIVENESS

We could think that everyone can sell. Whether being a customer or a sales person we are aware of the tasks of a salesman. But do we really know what makes a sales person really successful and effective? The course teaches how to increase sales results by improving our attitude, skills and behaviour.



DURING THE COURSE besides the essential theories, the participants are preparing the cases for two of their customers in Develor's Client Matrix, and the designed strategies they can implement immediately after the course.

DURING THE PROGRAM WE EXPLORE THE SALES PROCESS based on the Develor sales model and explore how to be more effective by capitalizing on our strengths and extended use of the Insights colour energies. We also discover the behaviours, and strategies required to be successful in sales through the lens of the sales persons' preferences. Participants will also learn to apply the Insights core principles in sales context; how to identify and recognize clients' dominant colour energies and how to adapt and exert influence on them in the various stages of sales. Participants will also have the opportunity to practice and further develop their Insights knowledge in the selling process by customized exercises.

THE INSIGHTS DISCOVERY PERSONAL PROFILE AND EFFECTIVE SELLING CHAPTER are integral to the program allowing individuals to explore their preferred selling style and how this will manifest itself at each of the stages of the sales process.

By the end of the program, participants will be able to

maximize sales effectiveness by using all four colour energies depending on the customer's style and needs and the sales situation.

Prerequisites

Insights Discovery Personal Effectiveness

Potential follow-up

Insights Personal Effectiveness
Advanced Negotiation Skills
Strategic Account Management

duration
2-4
days

Target group

Sales people or technical experts in interaction with potential or existing customers

Topics

- Overview of the Insights system and the color energies
- Traits and manifestation of the four colour energies in sales
- Setting sales objectives
- Understanding your customer
- Recognizing colour energies in customer's action
- Overview of selling style aligned with the sales stages with reviewing personal practice
- Successful communication and sales strategies for colourful customers
- Effective proposals by colours
- Influencing commitment and buying resistance by preferences
- Action plan

The G-LEAD model of Insights

