

Insights Discovery



- **Create a leadership development programme with the power to transform your business.**
- **Help your leaders adapt their approach to motivate and inspire within a diverse organisation.**
- **Understand leadership strengths and weaknesses, and plan for higher levels of performance.**

Overview

Inspire your leaders to lead with vision, passion and integrity and improve leadership effectiveness in a practical and sustainable way. Develop leadership teams that inspire the people around them to excel, even in challenging times.

How it works

Individuals complete a 25 frame evaluator on-line assessment, prior to the workshop. The output is a 20+ page profile which helps recipients gain a detailed understanding of their personal style, and how this impacts on their relationships in both personal and professional environments.

Discovery Leadership explores all aspects of leadership development within the context of your business. The Palladium team will guide your leaders through the eight dimensions of leadership, enabling them to examine their effectiveness in each of these areas. We will help you create strategies for continuous personal development at the individual, team and organisational level.

Using the Discovery diagnostics we will work with you to explore your leaders' preferences and capabilities in a practical and accessible way. Discovery Leadership can be customised to complement your existing in-house leadership development framework or to match up-coming follow-on training you are planning.



Where it can lead

- A strong and balanced leadership team that produce results whatever the business climate.
- Your leaders will be able to apply their learning to real workplace challenges.
- Leaders will have practical resources to help them improve their relationships with key stakeholders.

Using Discovery Leadership as part of a wider programme

Used in conjunction with our proven Line Manager, Middle Manager and Senior Manager Development programs with optional accreditation by the Institute of Leadership and Management, Discovery Leadership can be tailored to meet the specific needs of your business. Example solutions:

- Planning for continuous leadership development: Insights Transformational Leadership is a great way to monitor leadership strengths and challenges over time and create a practical, focused development plan.
- Influencing key stakeholders: Insights Workshops are a personalised, practical and fun way to help leaders understand their preferred style and modify their approach to form more effective relationships.
- Executive and Leadership Development Centres: the Insights Discovery Personal Profile can be used to uncover a path to meet objectives and to overcome the blind spots that can derail leadership excellence.

Workshop Overview

In order to provide the maximum benefit we would tailor a set of modules to meet the needs of your culture, performance criteria and objectives. As a starting point we would recommend the following elements:

1. Leadership evaluation
2. Using the Profile and the Management Chapter for maximum benefit
3. Traits of great leaders
4. How the colour energies contribute to leadership performance
5. Strengths of leadership across the energies
6. Analysis of leadership behaviours
7. Leading others through adaption
8. Modification planning
9. Leadership under pressure
10. Leadership on a good day
11. Leadership on a bad day
12. Impact of missing colour energy traits to leadership performance
13. Role models in leadership
14. Blending leadership styles and how they manifest in you
 - a. Results led
 - b. Visionary
 - c. Relationship
 - d. Centered
15. Style Goal setting with gap analysis
16. Forcefield analysis
17. Leadership legacy planning
18. Team analysis
19. Motivation across the energies for your team
20. Your motivators

Investment

Total investment for this one day workshop is £190 per person. It is essential you attend the Insights Discovery workshop prior to this workshop which allows you to complete a personal Insights Profile and gain an understanding personal style, and how this impacts on their relationships in both personal and professional environments. The investment to the Insights Discovery workshop (which includes the personal Profile) is £345 per person.

Insights Discovery Workshops

Insights Discovery can provide a range of management reports which can be combined with a series of bespoke workshops to deal with a range of development needs. These could be simply to support a member of staff with their self awareness and behaviours to dealing with organisational culture and change.

Available Reports

- Foundation
- Management
- Sales
- Personal Effectiveness
- Interview



Workshops

- Personal Development Centre
- Discovery Full Circle 360
- Developing a high performance team
- Leadership
- Coaching
- Change
- Performance Management
- Sales Management
- Sales Professional
- Recruitment

Should you require any further information on the additional Reports and/or specific workshops or would like to have a meeting with one of our Insights Facilitators to identify the best fit for your development needs, please do not hesitate to contact us.