



# Team & Personal Insights with Colourworks

## Overview

In today's fast moving environment, having strong people skills is considered to be one of the keys to high performance. In particular, developing your own emotional intelligence can help communication, negotiation, influencing and avoiding conflict when developing both internal and external relationships. Unfortunately, we generally devote little time to developing our own emotional capabilities.

This workshop will provide an insight into your own personal impact on others including colleagues, peers, customers and suppliers. By using the Insights® Discovery model you will also be equipped to address two additional business challenges: Firstly, how to engage more effectively with your stakeholders including business leaders managers and commercial suppliers; and secondly, how to build highly effective and high-performing teams.

Participants will each prepare a personal Action Plan to help them embed this learning and improve their own performance including their contribution to the team.

## Target Audience

There are no pre-requisites for this programme other than an open mind and a willingness to participate in personal and team development. Participants will benefit from all areas of the organisation and at all levels.

## Duration

This 1-day programme provides a comprehensive introduction to the Insights® Discovery model together with a practical insight into how it can be applied on a day to day basis when developing high performing business (and personal) relationships.

The content and duration is generally adapted to individual teams to help address specific team challenges often using the optional sessions below.

# Content

This highly engaging workshop will stimulate discussion and provoke thought through personal insight, group discussion, individual and group reflection, action planning and peer-review. Participants will consider questions including:

- How I see the world and what information I prefer to pay attention to.
- How I may make decisions including potential blind spots.
- How I may be perceived by others both on a good and a bad day.
- How I can adapt my behaviour to have a more positive impact on others.



## Personal Insights

- Introduction To The Insights® Discovery
- Model And Theory
- Understanding The Four Colour Preferences
- Self Perception
- Your Personal Insights® Profile
- Getting The Most From Your Profile
- Start/Stop/Continue

## Understand Others

- Recognising Colour Preferences In Others
- Engaging Effectively With Stakeholders
- Using The Colour Model
- Recognising Potential Areas Of Conflict And Maximising Synergies

## Building A Balanced Team

- Understanding Your Colleagues Better
- Identifying Team Balance
- Understanding Colour Impact On Team
- Dynamics Developing Team Coping Strategies
- Next Steps For The Team

## Optional Sessions

- Building High Performance Using "The Five Dysfunctions Of A Team" – Patrick Lencioni
- Developing Trust in Teams
- Recognising the "Five Stages Of Team Development" – Bruce Tuckman
- Developing Internal Stakeholders
- Dealing With Conflict Situations
- Developing A Team/Project Charter

Participants will discuss their own real-world examples and consider the practical application of each of the principles and techniques.

## About Changescope

Changescope believes that people are the critical success factor in delivering transformational change and so we focus on developing inspirational project leaders and high performing project teams. Changescope will help you both to forensically understand the challenges that you face and to develop a successful strategy for change delivery through:

- Individual, team and project diagnostics
- Inspirational team building events
- Personal coaching, development & accreditation

Changescope delivers high impact interventions that will help you to fully understand the challenges you face and equip you to overcome them with confidence. We do this from four primary perspectives – individual performance; collaborative working; understanding complexity; and delivery strategy.

**For further information contact: [enquiries@changescope.com](mailto:enquiries@changescope.com)**