

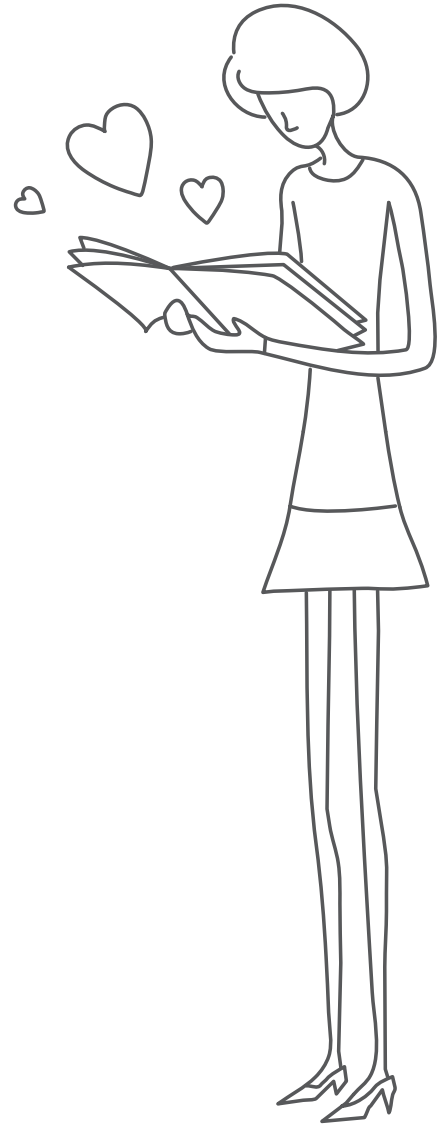


*inform*  *inspire*  
Practitioner Education

[www.insights.com](http://www.insights.com)

# Inform and Inspire

A new and engaging learning programme  
for Insights Discovery Practitioners.



# Contents

Informing and inspiring our Practitioners

The programme:

- 01 **Impactful teams:** enabling success through working together
- 02 **Leaders who inspire:** maximising the impact of your leaders
- 03 **Influencing others:** harnessing the power to connect and sell
- 04 **Honest conversations:** using authentic feedback to enhance relationships
- 05 **A time to reflect:** getting to know the deeper you
- 06 **Engaging with change:** guiding yourself and others through change
- 07 **Refreshing Discovery:** polishing your facilitation and coaching practice

Webinar series

Calendar of events

Prices

How to book

# Informing and inspiring our practitioners

We are delighted to present our new Inform and Inspire programme for practitioner education in 2016-17.

This has been in response to the overwhelming demand from you for more tools and information on applying the Insights portfolio to your business challenges. The courses have been created specifically to help you with common problems, and to build on the core theory and knowledge gained on your accreditation.

Each event in the programme should help you with your own personal and professional development, and will further hone your capabilities as an Insights Discovery practitioner. It is a requirement to attend at least one face-to-face learning event every two years, and attendance at any of the events highlighted in the calendar will count towards your re-accreditation.

We also intend for the events to be flavoured with fun and inspirational content so that you enjoy the learning and pass this enjoyment on to others.

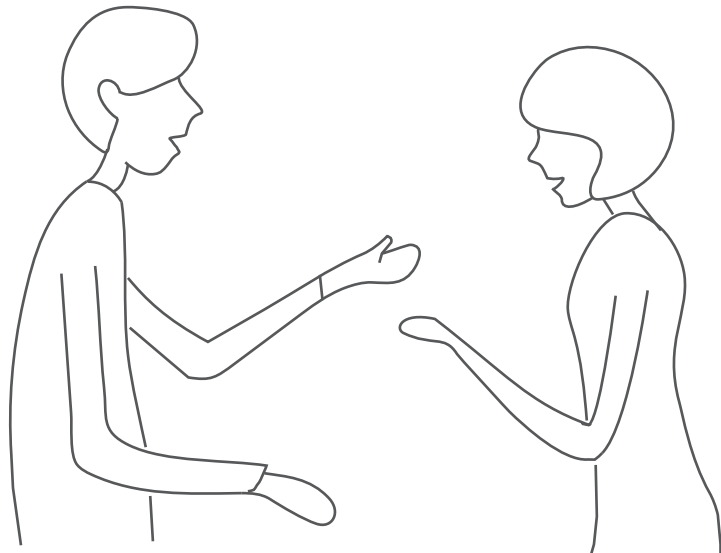
There is also a selection of webinars available, including taster webinars for each face-to-face learning event. Refer to the calendar of events for the full list.

# 01 | Impactful teams

enabling success through  
working together

# Overview

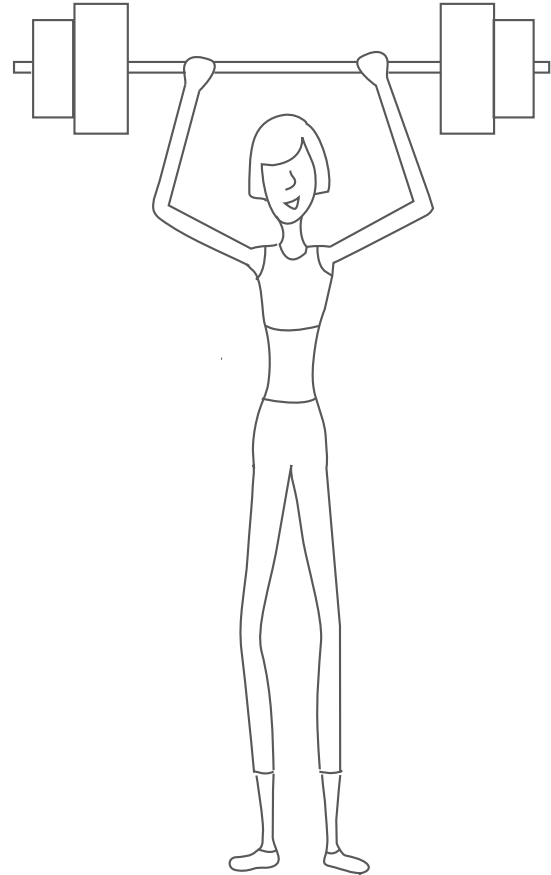
This one-day course will equip you with the knowledge you need to enable team success. It will focus on how the preferences of each individual affect team performance and harmony, and how you can help to overcome communication challenges. The aim of this course is to help you foster a culture of cohesion, mutual understanding and open dialogue.



# Content

In this course you will explore:

- Differing perceptions of the team
- Colour energy preferences in the team
- Strengths and weaknesses of the team
- Team wheel and team dynamics
- Team culture
- Effective communication
- The Insights Team Effectiveness model



# Business applications

This course will help you to address issues such as:

- Poor morale or motivation
- Challenging relationships
- Team conflict
- Frequent personnel changes
- Poor communication





# Materials provided

- Insights Discovery Personal Profile – Foundation and Management chapters
- Discovering Team Effectiveness Workshop Journal
- Discovering Team Effectiveness facilitator notes (soft copy)
- Working with Teams facilitator notes (soft copy)
- Discovering Team Effectiveness PowerPoint slides (soft copy)
- A-Z Team Effectiveness activity cards



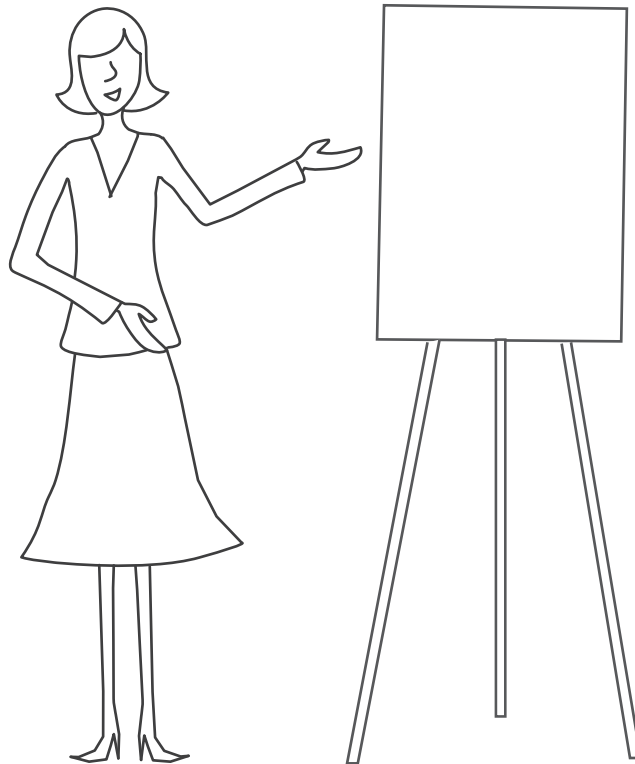
There is a taster webinar for each of our face-to-face learning events. Please refer to the calendar of events on pages 42-47 for webinar and experience day dates and venues.

# 02 | Leaders who inspire

maximising the impact  
of your leaders

# Overview

This is a one-day course which helps you to develop inspirational leaders. You will explore different leadership styles and help leaders to be authentic in their approach, while adopting the flexibility they need to lead individuals with different preferences. The aim of the course is for you to be more confident in supporting leaders to become more self-aware, and develop strategies to address their personal and business challenges.



# Content

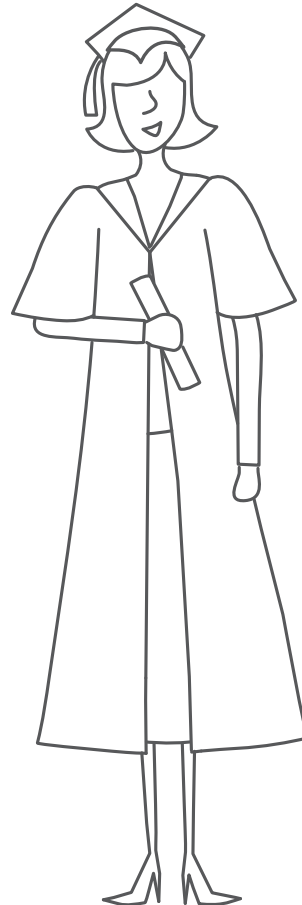
In this course you will explore:

- Personal leadership styles
- The four colour energies in leadership
- The impact of over-extended and missing colour energies in leadership
- Managing and motivating using the Management chapter of the Profile
- The four manifestations of leadership

# Business applications

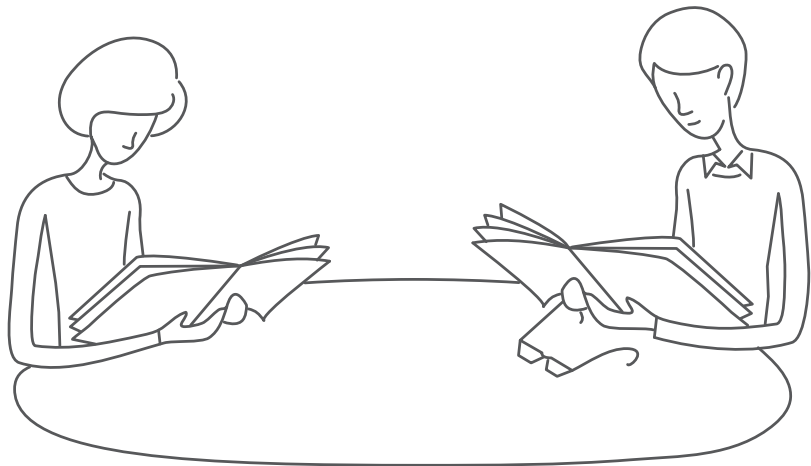
This course will help you to address issues such as:

- Developing emerging leaders, including high potential individuals and graduates
- Poor leadership
- Empowerment and accountability



# Materials provided

- Insights Discovery Personal Profile – Foundation and Management chapters
- Discovering Leadership Effectiveness Workshop Journal
- Discovering Leadership Effectiveness facilitator notes (soft copy)
- Discovering Leadership Effectiveness PowerPoint slides (soft copy)



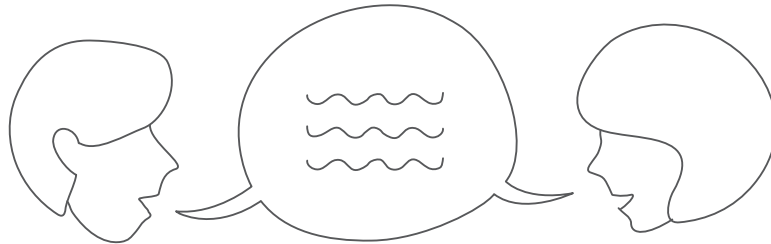
There is a taster webinar for each of our face-to-face learning events. Please refer to the calendar of events on pages 42-47 for webinar and experience day dates and venues.

# 03 | Influencing others

harnessing the power  
to connect and sell

# Overview

This is a one-day course which explores how to make individuals better at influencing and selling. It is intended to help people who work in sales roles, or in positions where they need to influence stakeholders. You will learn how to improve capability by building genuine connections and by identifying how to overcome the barriers to effective communication. You will also develop competence and confidence in working with the Effective Selling chapter of the Insights Discovery Personal Profile.





# Content

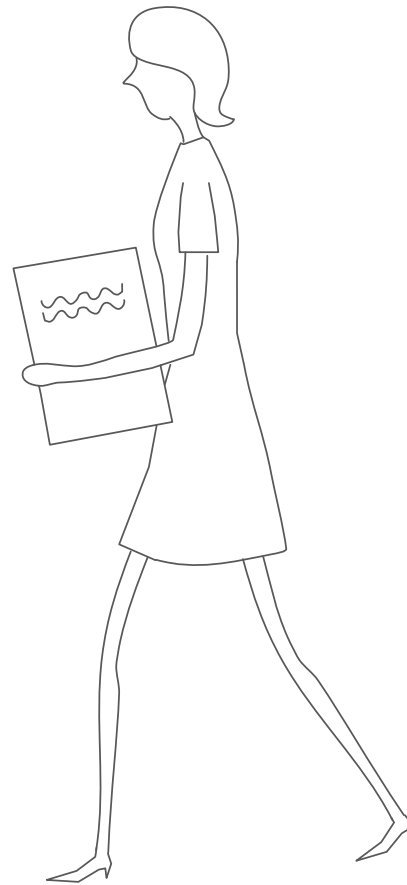
In this course you will explore:

- Successful components of 'mind-set, capability and behaviour'
- The four colour energies in effective influencing/selling
- The impact of our personal colour energy preferences in influencing/selling
- Recognising type – the eight types
- Adapting and connecting strategies
- The Insights six step sales model
- Using the Effective Selling chapter of the Insights Discovery Personal Profile

# Business applications

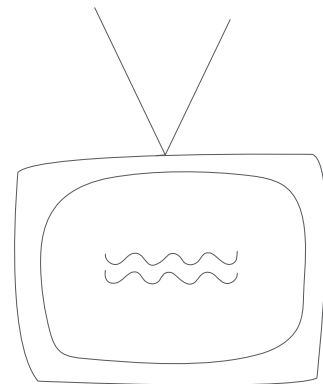
This course will help you to address issues such as:

- Underperforming sales teams
- Poor customer feedback
- Ineffective selling or influencing skills



# Materials provided

- Insights Discovery Personal Profile – Foundation and Effective Selling chapters
- Discovering Sales Effectiveness Workshop Journal
- Discovering Sales Effectiveness facilitator notes (soft copy)
- Discovering Sales Effectiveness PowerPoint slides (soft copy)
- Working with the Effective Selling chapter facilitator notes



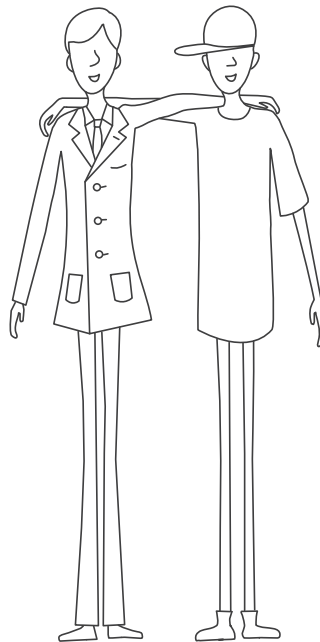
There is a taster webinar for each of our face-to-face learning events. Please refer to the calendar of events on pages 42-47 for webinar and experience day dates and venues.

# 04 | Honest conversations

using authentic  
feedback to enhance  
relationships

# Overview

This is a one-day course which focuses on building open, honest relationships, and the promotion of constructive feedback. You will be able to communicate how important it is for team performance and harmony to be able to give and receive feedback without making it personal. The aim of this course is for you to help individuals see how they are perceived by their team, and how they can form better relationships based on this feedback. You will also develop competence and confidence in working with the Discovery Full Circle Profile.



# Content

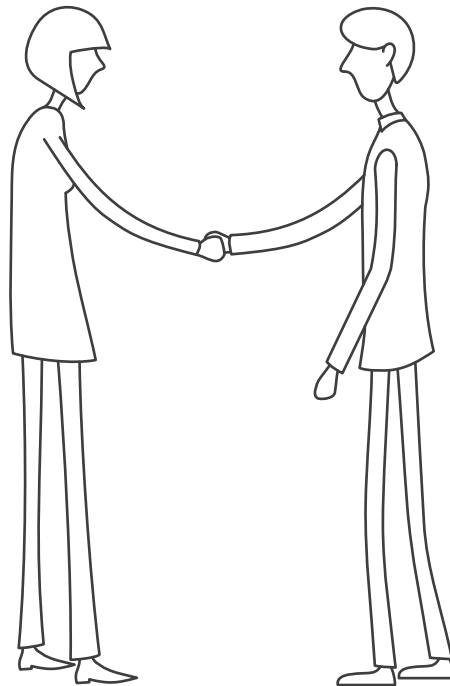
In this course you will explore:

- The gift of feedback
- The four colour energies in giving and receiving feedback
- Insights D4 feedback model
- Overview of the Discovery Full Circle Profile
- Strategies to enhance key relationships
- Using the Rel8 model to assess relationships
- Creating commitment to action

# Business applications

This course will help you to address issues such as:

- Creating a coaching culture
- Team building
- Enabling open and honest communication
- Strengthening relationships



# Materials provided

- Discovery Full Circle Profile
- Discovery Full Circle Learning Guide/Profile companion
- Discovery Full Circle Facilitator and Coach notes (soft copy)
- Discovery Full Circle PowerPoint slides (soft copy)
- Discovery Full Circle Product Information Guide (soft copy)
- Ask and Tell cards (soft copy)



There is a taster webinar for each of our face-to-face learning events. Please refer to the calendar of events on pages 42-47 for webinar and experience day dates and venues.

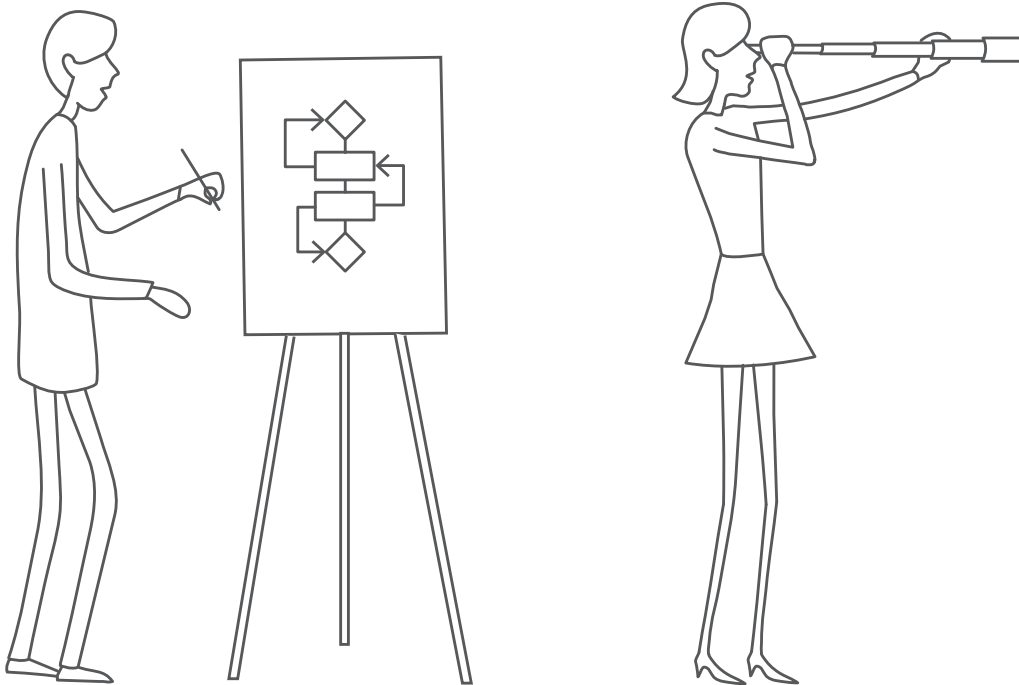


# 05 | A time to reflect

getting to know  
the deeper you

# Overview

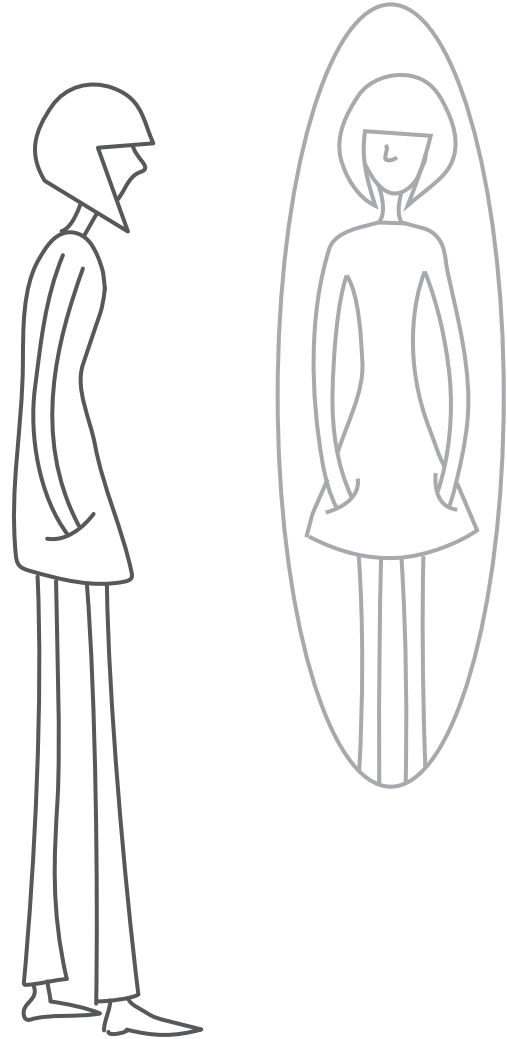
This is a one-day course which is designed specifically for your personal development. You will be able to expand your own self-awareness by reviewing highs and lows in your career, by exploring your preferences for Sensation and Intuition in more depth, and by connecting with your 'archetypes' to understand how they affect you. This course is recommended as an opportunity to step back and think more deeply about who you are and what you want to achieve.



# Content

In this course you will explore:

- How you see yourself
- Career reflections
- The Deeper Discovery archetypes
- Your Insights Deeper Discovery Profile
- What you appreciate about yourself
- Your hopes and fears
- Your legacy – putting the foundations in place



# Business applications

This course will help you to address issues such as:

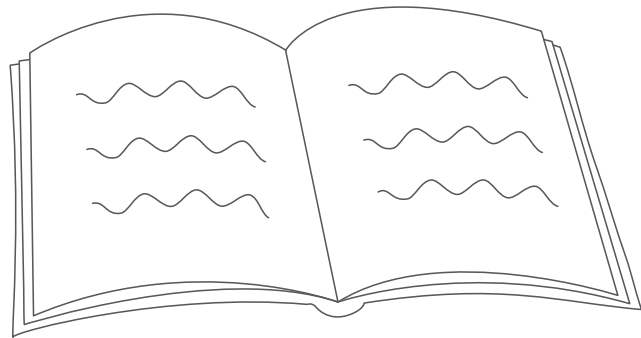
- Change of role or career
- Seeking a higher purpose
- Poor motivation
- Low self-confidence



# Materials provided

- Insights Deeper Discovery Profile
- Deeper Discovery: An individual's journey Workshop Journal
- Abacus

**NB** – This course is for practitioner experience only and does not count towards re-accreditation. Using the content shared on this course as a practitioner requires attendance at a Deeper Discovery Accreditation.



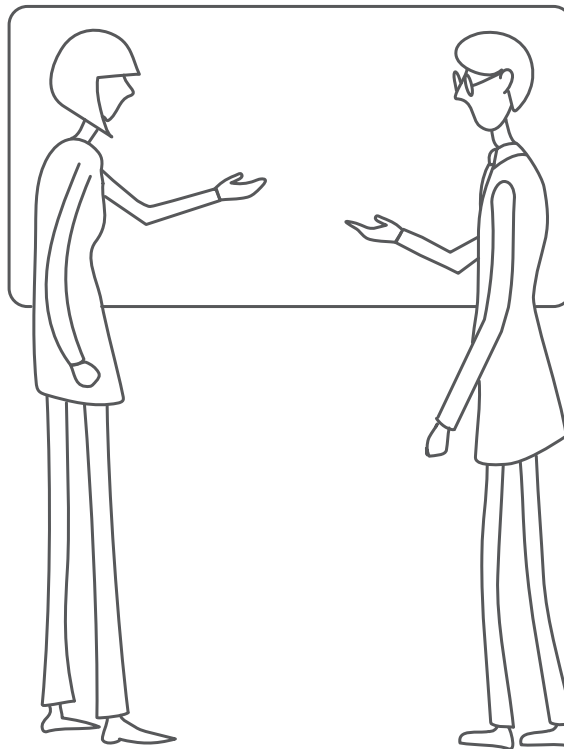
There is a taster webinar for each of our face-to-face learning events. Please refer to the calendar of events on pages 42-47 for webinar and experience day dates and venues.

# 06 | Engaging with change

guiding yourself and  
others through the  
change process

# Overview

This is a one-day course for those who want to be more effective at guiding people through change. It will help you to navigate the pitfalls of the change process by promoting clarity of communication and regular engagement. You will also learn how to address common causes of resistance and how to build adaptability and resilience so that change is managed successfully.



# Content

In this course you will explore:

- What's changing in your world?
- The psychology of change
- The five-step change engagement process
- Creating clarity with effective communication
- Fostering acceptance
- Understanding personal reactions to change
- Understanding the causes and effects of resistance to change
- Developing resilience to see the change through



# Business applications

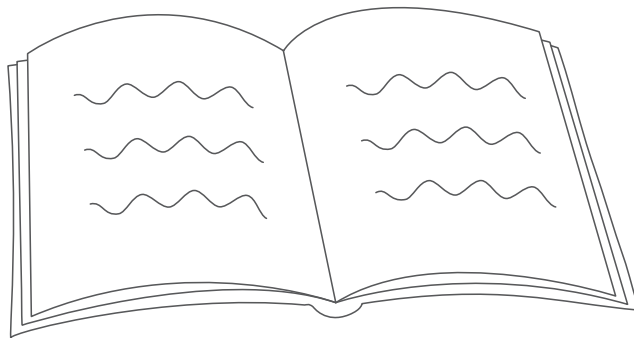
This course will help you to address issues such as:

- Organisational change
- Mergers
- New projects or business initiatives



# Materials provided

- Engaging with change PowerPoint slides (soft copy)
- Resilience activity sheet
- Insights Discovery Personal Profile – Foundation and Management Chapters



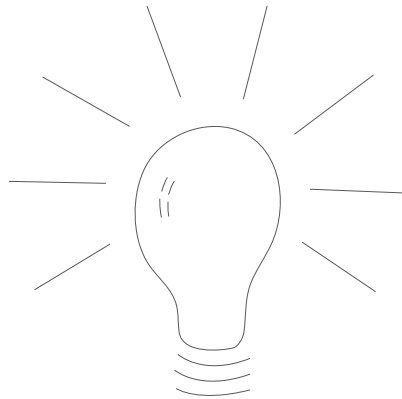
There is a taster webinar for each of our face-to-face learning events. Please refer to the calendar of events on pages 42-47 for webinar and experience day dates and venues.

# 07 | Refreshing Discovery

polishing your  
facilitation and  
coaching practice

# Overview

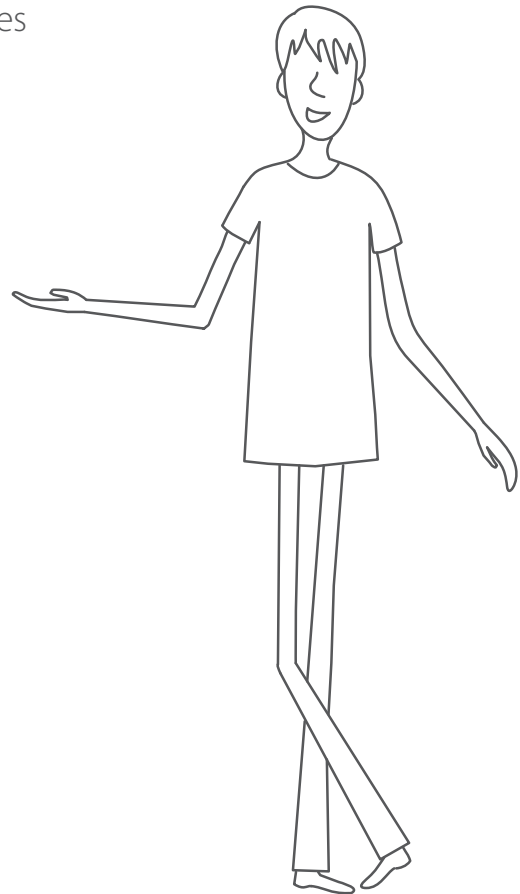
This one-day course is recommended for practitioners who feel the need to get thoroughly refreshed on all the core theory and application of Insights Discovery. In addition to re-acquainting you with all the fundamentals, this course will give you an opportunity to assess your coaching and facilitation practice, and to get hints and tips from Insights experts and fellow practitioners. Our experience has told us that many practitioners who were accredited many years ago are still working with the same materials given to them at their initial IDA; coming on this course can be hugely beneficial, not only to get a theory update, but also to increase awareness around what else is available.



# Content

In this course you will explore:

- Recap on the core Insights Discovery Theory
- In depth exploration of the Jungian Preferences
- Coaching on your coaching
- Exploring the Personal Achievement chapter
- Facilitation best practice



# Business applications

This course will help you to address issues such as:

- Developing self-awareness
- Developing mutual respect and understanding
- Improving communication
- Fostering a coaching culture

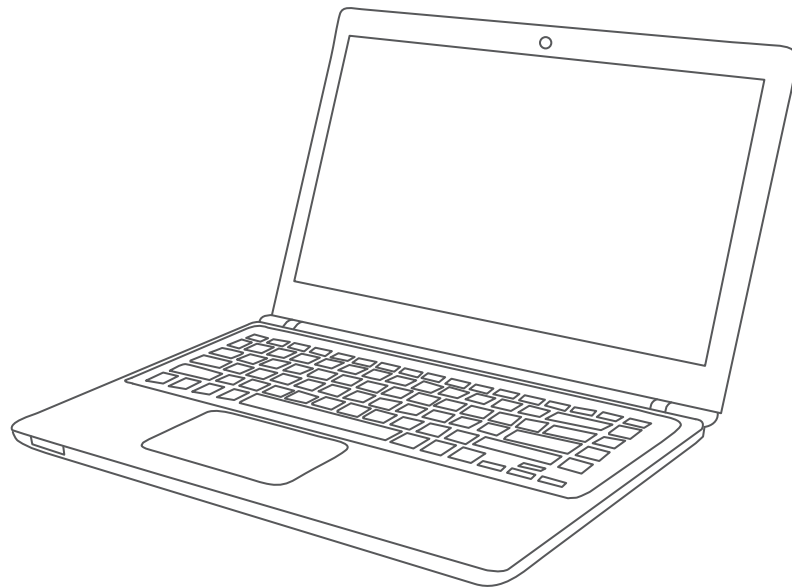


# Materials provided

- Insights Discovery Personal Profile – Foundation and Personal Achievement chapters
- Best practice 'Beginning the Journey' agenda handout
- Facilitation and Coaching self-assessment
- Working with the Profile Practitioner Guide
- Applying Insights Discovery Practitioner Guide

# Webinar series

In addition to the face-to-face learning programme, we have also scheduled a series of free webinars. These are available to all of our practitioners to give you an introduction to key topics. See descriptions of these webinars in the table below and refer to the calendar of events to find out when they are taking place.





# Webinars

Name	Content
Springboard Webinar for New Practitioners	In this webinar we welcome new practitioners and introduce them to the resources available to them.
<b>Influencing others:</b> harnessing the power to connect and sell	In this taster session we will explore how Insights Discovery can help to make individuals better at influencing and selling.
<b>Honest conversations:</b> using authentic feedback to enhance relationships	This taster session focuses on building open, honest relationships, and the promotion of constructive feedback using the Discovery Full Circle Profile.
<b>Engaging with change:</b> guiding yourself and others through change	This taster session aims to make you more effective at guiding people through the change process
<b>Impactful teams:</b> enabling success through working together	This taster session helps you to use Insights Discovery to enable team success.
<b>A time to reflect:</b> getting to know the deeper you	This taster session is designed specifically for practitioner personal development. It uses Deeper Discovery to explore who you are and what you want to achieve.
<b>Leaders who inspire:</b> maximising the impact of your leaders	This taster session helps you to develop inspirational leaders by exploring different leadership styles and helping leaders to be authentic.
The Other Side of Leadership	The importance of 'Followership' and how individuals can improve their relationship with their manager.
Managing Stress	How to recognise stress manifesting through the colour lens, and how to reduce and control it.
Virtual Delivery Best Practice	Tips and advice to practitioners on how to successfully deliver Insights Discovery by webinar.
Take to the Floor	Delivery tips and advice to make your sessions run smoothly and get the best delegate experience.
Mindfulness	What mindfulness is, why it's important, and how it links in to Insights Discovery.
The Revolving Door: People Leaving and Joining your Team	How to keep team performance and morale high despite frequent personnel changes.

# Calendar of events

Please note that attending one of these events\* will award you re-accreditation.

## April 2016

Date	Event	Venue	Time
12	<b>"Influencing others: harnessing the power to connect and sell"</b> Taster Webinar	Virtual	2pm-3pm
20	<b>Refreshing Discovery: polishing your facilitation and coaching practice*</b>	Birmingham Marriott Hotel	9.30am-4.30pm
21	<b>Influencing Others: harnessing the power to connect and sell*</b>	Birmingham Marriott Hotel	9.30am-4.30pm
22	Springboard Webinar for New Practitioners	Virtual	2pm-3pm

## May 2016

Date	Event	Venue	Time
3	<b>"Honest conversations: using authentic feedback to enhance relationships"</b> Taster Webinar	Virtual	4pm-5pm
17	<b>Leaders who inspire: maximising the impact of your leaders*</b>	Nutfield Priory Hotel & Spa, Surrey	9.30am-4.30pm
18	<b>Honest conversations: using authentic feedback to enhance relationships*</b>	Nutfield Priory Hotel & Spa, Surrey	9.30am-4.30pm
24	Springboard Webinar	Virtual	10am-11am

## June 2016

Date	Event	Venue	Time
8	"Engaging with Change: guiding yourself and others through change" Taster Webinar	Virtual	2pm-3pm
22	<b>Refreshing Discovery:</b> polishing your facilitation and coaching practice*	Ettington Park Hotel, Warwickshire	9.30am-4.30pm
23	<b>Engaging with Change:</b> guiding yourself and others through change*	Ettington Park Hotel, Warwickshire	9.30am-4.30pm
28	Springboard Webinar	Virtual	2pm-3pm

## July 2016

Date	Event	Venue	Time
6	<b>"Impactful teams:</b> enabling success through working together" Taster Webinar	Virtual	10am-11am
13	<b>Influencing Others:</b> harnessing the power to connect and sell*	Forest of Arden Hotel near Birmingham	9.30am-4.30pm
14	<b>Impactful teams:</b> enabling success through working together*	Forest of Arden Hotel near Birmingham	9.30am-4.30pm
26	Springboard Webinar	Virtual	2pm-3pm

## August 2016

Date	Event	Venue	Time
4	<b>"A time to reflect: getting to know the deeper you"</b> Taster Webinar	Virtual	4pm-5pm
23	<b>Refreshing Discovery: polishing your facilitation and coaching practice*</b>	Nutfield Priory Hotel & Spa, Surrey	9.30am-4.30pm
24	<b>A time to reflect: getting to know the deeper you</b>	Nutfield Priory Hotel & Spa, Surrey	9.30am-4.30pm
31	Springboard Webinar	Virtual	10am-11am

## September 2016

Date	Event	Venue	Time
1	<b>"Leaders who inspire: maximising the impact of your leaders"</b> Taster Webinar	Virtual	2pm-3pm
20	<b>Engaging with Change: guiding yourself and others through change*</b>	Marriot Breadsall Priory, Nr Derby	9.30am-4.30pm
21	<b>Leaders who inspire: maximising the impact of your leaders*</b>	Marriot Breadsall Priory, Nr Derby	9.30am-4.30pm
28	Springboard Webinar	Virtual	2pm-3pm

## October 2016

Date	Event	Venue	Time
3	The Other Side of Leadership Webinar	Virtual	10am-11am
19	<b>Refreshing Discovery:</b> polishing your facilitation and coaching practice*	Norton House Hotel and Spa, Edinburgh	9.30am-4.30pm
20	<b>Influencing others:</b> harnessing the power to connect and sell*	Norton House Hotel and Spa, Edinburgh	9.30am-4.30pm
27	Springboard Webinar for New Practitioners	Virtual	2pm-3pm

## November 2016

Date	Event	Venue	Time
4	Managing Stress Webinar	Virtual	2pm-3pm
16	<b>Honest conversations:</b> using authentic feedback to enhance relationships*	Ettington Park Hotel, Warwickshire	9.30am-4.30pm
17	<b>Impactful teams:</b> enabling success through working together*	Ettington Park Hotel, Warwickshire	9.30am-4.30pm
30	Springboard Webinar for New Practitioners	Virtual	10am-11pm

## December 2016

Date	Event	Venue	Time
1	Virtual Delivery Best Practice Webinar	Virtual	10am-11am
7	<b>Refreshing Discovery: polishing your facilitation and coaching practice*</b>	Forest of Arden Hotel near Birmingham	9.30am-4.30pm
8	<b>Engaging with Change: guiding yourself and others through change*</b>	Forest of Arden Hotel near Birmingham	9.30am-4.30pm

## January 2017

Date	Event	Venue	Time
12	Take to the Floor Webinar	Virtual	4pm-5pm
24	<b>Honest conversations: using authentic feedback to enhance relationships*</b>	Nutfield Priory Hotel & Spa, Surrey	9.30am-4.30pm
25	<b>Impactful teams: enabling success through working together*</b>	Nutfield Priory Hotel & Spa, Surrey	9.30am-4.30pm
30	Springboard Webinar for New Practitioners	Virtual	2pm-3pm

## February 2017

Date	Event	Venue	Time
3	Mindfulness Webinar	Virtual	10am-11am
15	<b>Refreshing Discovery:</b> polishing your facilitation and coaching practice*	Marriot Breadsall Priory, Nr Derby	9.30am-4.30pm
16	<b>A time to reflect:</b> getting to know the deeper you	Marriot Breadsall Priory, Nr Derby	9.30am-4.30pm
21	Springboard Webinar for New Practitioners	Virtual	10am-11am

## March 2017

Date	Event	Venue	Time
6	The Revolving Door - People Leaving and Joining your Team	Virtual	2pm-3pm
21	<b>Leaders who inspire:</b> maximising the impact of your leaders*	Newcastle	9.30am-4.30pm
22	<b>A time to reflect:</b> getting to know the deeper you	Newcastle	9.30am-4.30pm
29	Springboard Webinar for New Practitioners	Virtual	10am-11am

# Prices

Experience days*	£358 + VAT
Webinars	Free

\*The price includes:

- Learning materials as provided in course description
- Lunch and refreshments
- Re-accreditation (except A Time to Reflect: getting to know the deeper you)

## Terms of payment

Unless otherwise stated the price will be in Pounds (£) Sterling excluding VAT and payment is required in the same currency within 30 days of invoice. If Insights is required to confirm a Purchase Order Number on invoices, the Purchase Order Number must be supplied to Insights in advance of delivery of products and services. If any payment is not received within 30 days Insights shall be entitled to cancel or suspend any further performance or delivery of products and services and charge interest on the amount unpaid at the rate of five per cent (5%) per annum above Royal Bank of Scotland plc base rate until payment in full has been received.



# Cancellation

Cancellation of services by clients will be subject to the following charges:

- Cancellation 15-28 days from date of intervention: 50% of fees and materials costs and 100% of non-recoverable expenses.
- Cancellation 0-14 days from date of intervention: 100% of fees, materials costs and non-recoverable expenses.

These terms and conditions have been taken from our Standard Terms of Business. The full version of which can be seen on our website at:

<http://www.insights.com/988/standard-terms-of-business.html>

In the event of an event being under-subscribed it may be subject to cancellation. We would do our best to book you a place on the next occurrence of this event if suitable, or we would reimburse your fees in full. On rare occasions an event may be over-subscribed, in which case the same would apply.

# How to book

We have made it easy for our practitioners to register for events in the Inform and Inspire programme.

To register for any of the experience days visit  
<http://info.insights.com/register-for-uk-events>

To register for any of the free webinars visit  
<http://info.insights.com/register-for-uk-webinars>

You may be expected to complete some pre-work for the experience days (i.e. filling in an evaluator for a new profile). Please ensure that you complete the pre-work within the timescale stated on your confirmation so that you can enjoy the full learning experience.

If you have any questions about the courses or webinars, or if you are having any trouble booking, please contact [ukrenewals@insights.com](mailto:ukrenewals@insights.com). Alternatively you can call us on +44(0)1382 908 050.

Prepare yourself to

*inform*  *inspire*



[www.insights.com](http://www.insights.com)