



ACTIVATE
BUSINESS SCHOOL



insights®
Partner

INSIGHTS DISCOVERY

Drive meaningful change
at the heart of your organisation



Building a resilient and adaptive team is essential in today's fast-paced business environment.

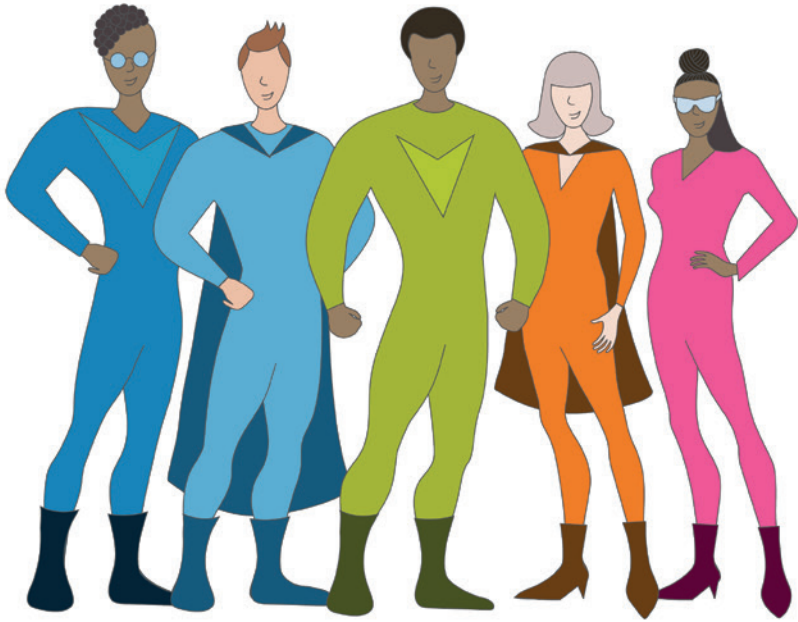
Our Insights Discovery programme will teach you to realise how you meet your organisational needs and goal. And this will be as an aligned and happy team.



Workplace disputes and personality clashes take up approximately 2.8 hours per employee per week, according to a [report](#) by CPP Global.

- » Workplace conflicts drain time and emotional energy
- » Excessive conflict erodes workplace culture
- » These needs addressing

Don't be average, be awesome!



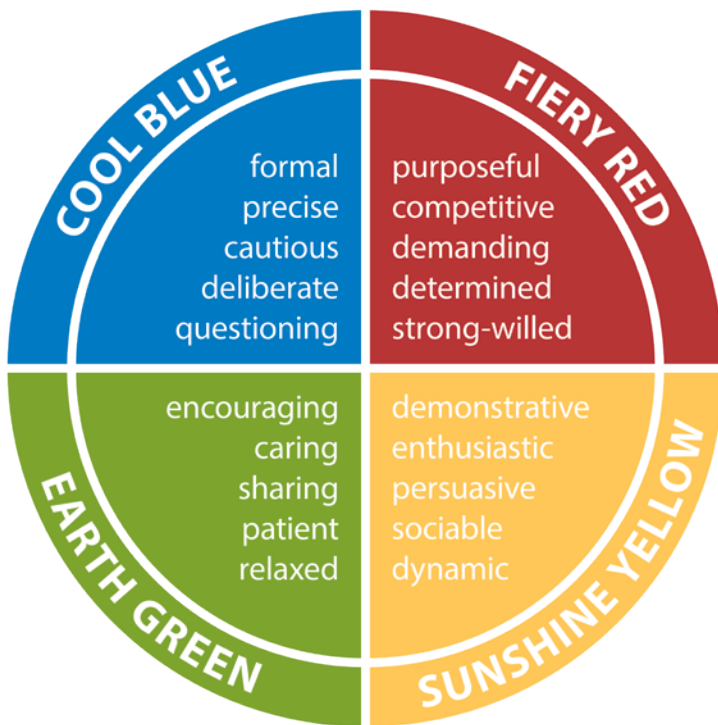
We're a people development
company that's here to change
the world of work forever

Insights Discovery

The success of any business is built on the performance of its people. Through Insights, we help people to perform at their highest level by improving their understanding of themselves. People can then easily adapt and connect with others, which leads to workplaces where innovation, creativity and productivity thrive.

How it works

Insights Discovery is a simple and accessible four colour model that helps us to understand ourselves and others. Every person has all four colour energies within them; it is the combination of these energies which creates each unique personality. Our colour energies refer to a set of characteristics that tend to be our most preferred or most natural way to be:



Learning that sticks

Insights Discovery uses a language of colour that is simple to understand and remember. That means people can continue to use the Insights Discovery terminology on a daily basis, which is vital when conflicts arise, team dynamics change or there is a change in leadership.

Fiery Red

Usually strong minded and focused on results, Fiery Red energy shows up as a strong determination that influences a person's interactions with others.

Sunshine Yellow

Radiating enthusiasm and encouraging participation, people with a lot of Sunshine Yellow energy tend to relish the company of others and desire to be involved.

Earth Green

Individuals with a high amount of Earth Green energy view the world through what they value and what is important to them, often seeking harmony and meaningful relationships.

Cool Blue

With a desire to know and understand the world around them, often those with a Cool Blue preference like information to be accurate and complete before making a decision.

When an organisation helps its people reveal their individual combination of colour energies, they are better equipped to stay motivated and engaged, whether working individually, in a team or as a leader.

Once our online evaluator is completed, each person receives an Insights Discovery Personal Profile. An extremely powerful tool, it can be used to resolve conflict, improve communication and help teams see the value of each other's contribution at work. Insights Discovery can be used in a workshop setting or in one-to-one coaching.

Solving real business problems

When you start your journey with Insights Discovery, you're investing in your people and giving them the tools to be able to work better together, forever. Insights also offers other models, based on Insights Discovery, that are designed to further help teams, leaders and sales people.

Our models can be combined to create a solution for your team or organisation that helps solve a vast range of business problems, including managing change, creating a diverse and inclusive culture and building successful customer service and sales teams. And these are just a few examples. Really, the possibilities are endless.

We are dedicated to understanding and addressing your unique challenges. Our approach ensures that the Insights Discovery programme not only meets but aligns perfectly with your strategic objectives, driving impactful and enduring change.

Here are our delivery options:

Group Sessions: Our coach engages 10-20 participants from your business in immersive, interactive sessions that enhance team development and personal insight.

Train-the-Trainer: Elevate your team's capability by training an in-house expert. Your nominated colleague receives comprehensive training and certification to deliver Insights Discovery sessions internally, sustaining long-term benefits.



Here at Northumbrian Water Ltd., we believe that excellent communication and team work are key to our success. Insights Discovery has been an essential tool in helping us to do this more effectively.

It allows our colleagues to build self and interpersonal awareness in a really accessible and useable way."

**Julie Dodd, Business Training
Manager, Northumbrian Water Ltd.**

**NORTHUMBRIAN
WATER** *living water*

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