

Insights Discovery System

Executive Overview



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Page 1 of 11

Insights Discovery Overview Contents:

The Insights Discovery System: Executive Summary	Page 3
The Discovery Profile	Page 6
The Profile Chapters	Page 7
The Core Program Workshop	Page 9
Add On Workshops	Page 10
What Others Have Said	Page 11

Insights Discovery System: Executive Summary

Imagine a time and place where everyone in your organization shares a common language...a language that allows them to communicate effectively, with both customers and colleagues. A language that helps them to recognize and value the contributions that each individual can make. A language that makes personal development, engaged workers and team-centered leadership a way of life. A language that allows your people and your organization to grow beyond your expectations.

Each person in every organization is unique. They bring different styles, needs, and expectations. In these differences lies great strength! **The Insights Discovery System™** will allow individuals and teams in your organization to understand and appreciate these differences. By understanding more about self, about others and how to bring together and build upon those different strengths, we can help you to achieve your organizational, team and personal goals.

The Workshop

The **Insights Discovery System™** begins with an exciting **Insights Discovery Workshop**. These workshops are customized for workgroups, management teams, or entire organizations to help understand and improve the communication and interpersonal dynamics within their group as well as with their customers and clients.

Each individual is different. **The Insights Discovery System™** is based on the principle that understanding self, others and interactions can be the single most important aspect of personal development. The **Insights Discovery Workshop** is a powerful and enlightening personal learning experience. Based on the highly accurate and easy to use **Insights Discovery Profile**, the **Insights Discovery Workshop** information is clear, easy to remember and it produces results.

The Profile

The foundation of the **Insights Discovery System™** is the **Insights Discovery Profile**, a tool of unsurpassed quality.

Developed in the United Kingdom and used across the world, **Insights Discovery Profiles** are designed to help organizations and individuals increase their productivity, communications, and successful relationships within organizations as well as with your customers. When combined with the basic **Insights Discovery Workshop** and additional elements of **The Insights Discovery System™**, this powerful tool helps organizations and teams to better understand the interpersonal dynamics of their

workplace and begin to work with each other in a more authentic way. Participants remember and use the material long after the Workshop is over.



The **Insights Discovery Profile** is the result of hundreds of thousands of hours of research and development. What's more, it has a proven track record in some of the most effective and productive organizations and over 1 million people have completed the Profile world-wide.

Based solidly on the work of Swiss psychologist Carl Jung, the Insights development framework provides you with impressive and practical training programs - on personal, corporate or global levels.

This model of understanding is woven through the entire Insights System so that they match the needs not just of the organization, but of every person who participates. The **Insights** approach results in a common language, a common understanding and individual commitment to taking action.

The System

Your employees are your most important asset. Leaders agree – companies with engaged, productive employees end up on top. Growth, Change and Productivity don't happen by accident.

The **Insights Discovery System**TM provides a great roadmap to success.

Whether your team or your whole organization needs a boost, we can customize the **System** to fit your needs or we can work with your people so you can use the **System** internally.

This document includes an overview of **Insights** products basic programs. Our clients have numerous options as we build our relationship together.

- We can provide them with the **Insights Discovery System**TM Profiles, workshops and training on areas you choose.
- For larger organizations, we can work with the client to train the trainers to become accredited **Insights** facilitators and trainers while we provide the **Insights Discovery Profiles**. Or, an organization may choose to accredit its own facilitators and trainers and produce its own **Insights Discovery Profiles**.
- In all cases, organizations receive full support from our consultants as they implement and use the **Insights Discovery System**TM in their organization.

The complete **Insights Discovery System**TM can include:

- Need assessment and customized program development
- Keynote presentations on the **Insights Discovery System**TM for large groups of 100+
- Customized Individual **Insights Discovery Profiles** for each team member
- Half-day, Full day, or Multiple day **Insights Workshops** for groups
- **Insights** One on One Coaching System

- Blended learning opportunities including interactive individual learning and group collaboration opportunities for dispersed teams and those who just wish to get more out of their classroom training time.



Some of the 1 Million people who have used this system include:

3M

Abbot

Accenture HR

American Airlines

Axa Insurance

The Boeing Company

British Airways

BP

Eli Lilly

The Hartford

Lufthansa

M & M Mars

Mayo Clinic

Merrill Lynch

Microsoft

Novartis

PricewaterhouseCoopers

Siemens

Shell Oil US

The State of MN

The State of KS

US Army

US Federal Government

Insights Discovery System: The Discovery Profile

Generated by a powerful computer program, our **Insights Discovery Profiles** chart new waters in the voyage of self-discovery. Each Profile is completely unique to the individual. An online or paper-based Preference Evaluator questionnaire forms the basis of extensive Profiles containing information on personal style, communication, value to the team, management style, blind spots and development areas.

Insights Discovery Profiles are written and presented in a practical and easily understood way. The Profiles not only provide for individual feedback and personal growth, but when their data is collated they also give an overview of team or organizational strengths and weaknesses. Using the information we can establish strategies for development unique to you and your organization.

The **Insights Discovery Preference Evaluator** is the most powerful Jung-based psychometric instrument available. Responding to the Evaluator generates the data that is central to the **Insights Discovery Profiles**. It offers an easy to administer and practical preference measurement device, true to reliable Jungian psychological principles.

Developed over many years by psychologists, it is continually refined and tested. Strong statistical reliability and validity data support the **Insights Discovery Preference Evaluator**. Available in over 20 languages, it is computer scored and interpreted by a powerful software application.

Each customized **Insights Discovery Profile** is a bound, full color document that includes the following sections:

Text Sections

Overview
 Personal Style
 Decision Making
 Relating With Others
 Strengths & Weaknesses
 Value to the Team

Effective Communication:

- How
 - How not to
 Blind Spots
 Difficult Person
 Suggestions for Development

Graphical Sections

The Insights Wheel
 Insights Color Graphs
 Preference Graphics

Insights Discovery System: Additional Profile Chapters

The Insights Discovery Profile can be also be customized with four additional Chapters. Each Profile Chapter may be accompanied by customized workshops, training sessions and facilitation.

The Management Chapter

The **Management Chapter** is designed to provide understanding of management style and ideal working environment. This 4-page Chapter includes the following sections:

- Creating The Ideal Environment
- Managing the Person
- Motivating the Person
- Management Style

Discovery Sales Professional Chapter

The **Insights Sales Chapter** is designed for providing feedback to Sales Professionals on their strengths and development opportunities during a standard 6 step sales process. We also use this to effectively teach **Influencing Skills** to anyone in the organization. This 9-page Chapter includes the following sections:

- Sales Overview
- Before the Sale Begins
- Identifying Needs
- Proposing
- Dealing with Buying Resistance
- Gaining Commitment
- Follow-up and Follow through
- Sales Preference Indicators

The Personal Development Chapter

The **Insights Personal Development Chapter** is designed for providing feedback to individuals on their strengths and development opportunities in a variety of personal and professional development areas including Learning Styles. This 8-page Chapter includes the following sections:

- Living on Purpose: Goal Setting and Priorities
- Creativity Strengths and Development Opportunities
- Time Management Strengths and Development Opportunities
- Lifelong Learning Development Opportunities
- Learning Styles Preferences

The Interview Chapter

The **Interview Chapter** prepares an individual with questions that may be difficult to answer in an interview situation due to their type.

Insights Discovery System: The Core Program Workshop

Designed to fit around you and your specific needs, **Insights Workshops** are fast-paced, interactive and fun. **Insights Workshops** are effective because they are involving and practical. What's more, research has proven that the learning from Insights Workshops is remembered and put into practice long after the training is over.

Your needs and timelines dictate the structure, content, and pace of your workshops. Workshops can be as short as half a day or as long as two days or more. Beginning with the **Insights Core Program**, participants go through three primary learning experiences.

- **The Discovery Color Energies & Discovery Types:** During this section, participants will explore the 4 Color Energies and the 8 Primary Types that make up the foundation of the **Discovery System**.
- **Understanding Your Insights Discovery Profile:** During this exploratory session, participants will review each section of their individual Profile. Participants will have the option to share from their Profile if they are comfortable in order to begin to apply the content to your organization. We will also review and interpret the graphical sections of the Profile including the Conscious Persona, Less Conscious Persona, & Preference Flow.
- **Using Discovery to Adapt & Connect with Others:** Now that the participants have reviewed their Profiles and understand the foundation of the **Discovery System**, they move into the actual implementation and integration of the system. Focusing on recognizing, connecting, and adapting to other energies and **Discovery** types in the workplace, this section helps participants see how the **Discovery System** can make a difference not just in their own life, but in the lives of their co-workers and customers. (**NOTE:** This section is significantly reduced in the half-day workshop due to time constraints.)

Each **Core Program Workshop** is designed with your group in mind. Our facilitators will meet with you to ensure that each program is exactly what is needed for your team. Each participant receives a workbook that can be used for reference during and after the workshop. Your team will never be the same after their first **Discovery Core Program**.

Insights Discovery System: Insights Add-On Workshops

Once an organization has been through the **Discovery Core Program**, there are a variety of add-on workshops that can be delivered to further apply the core knowledge. These include:

- **Adapting & Connecting with Others** (Included in Full Day Core Program)
- **Team Effectiveness**
- **Teambuilding**
- **Communication**
- **Stress Management**
- **Personal Effectiveness**
- **Customer Service**
- **Sales Skill Development**
- **Strategic Planning**
- **Leadership**
- **Interviewing**
- **Presentation Skills**
- **Planning & Time Management**
- **Personal Transition**
- **Coaching & Mentoring**
- **Conflict Resolution**
- **Creativity & Innovation**

These add-on workshops were designed to help organizations apply the **Insights System** at an even deeper level than the Core Program. More information is available for each of these programs upon request.

Other Tools Available from Insights:

More information on the following tools available on request:

- Insights 360
- Insights Team Effectiveness Report
- Insights Sales Navigator
- Insights Organizational Assessments
- Blended Learning Solutions

The Discovery System: What have others said?

Here is what others have said about the **Discovery System**:

"Amazing! I have used a number of team building tools or personality profiles (Myers-Briggs, DISC, etc.) over the years-- but the **Discovery** tool is the most powerful, precise and perspicacious tool I have encountered. Its automated, online process is easy to use and offers fast, accurate results. The Profile that is generated is clear, straightforward and formatted in a useful structure."

"Excellent all around! I highly recommend this tool and **Gatehouse's** facilitation skills to those who want to improve the communication and effectiveness of their personal work or their team's efforts. This tool and process is well worth the money."

Heidi Fisk
Program Director
Influent Technology Group

"**Discovery** is the most powerful intervention I have found for enabling team development. I have used it with great success for more than five years for improving communication and building co-operative and supportive relationships between team members and line managers."

Trisha Jones
Head of Organizational Development & Learning
Natwest Life & Investment Services

"In providing our organization with a common language **Discovery** has led to increases in productivity and retention of salespeople by coaching them in a way more appropriate to their needs."

Jim Catterall
Development Manager
Axa

"Discovery is the best training class I have been to in my 30 year Boeing career."

Team Member
Boeing Computer Systems Division