



Discovery **Discovery Insights Teambuilding**

Confident, successful business people use a wide range of skills to influence the thinking, behaviour, and performance of others. They are able to act as assertive catalysts to compel others to make changes and to unite behind a common purpose. When this ethos is introduced within a team the result of the shared understanding create a key foundation for them to work as a high performing team.

The Discovery Teambuilding workshop has been designed to assist teams explore and enhance their personal performance so that they can understand what makes them behave the way they do and how they can better interact with their colleagues. From that foundation we look at why the other people in the team behave and what makes them different and unique and then how to adapt our own behaviour to make the most of every personal and team based interaction.

There is no right or wrong in the way we behave, we are the way we are. What is more important is how and when we draw on different skills and styles to be able to bring out the best in others. There are many ways to influence the behaviour of others and everything is a factor when dealing with people's behaviour when working within a team.

This workshop will take participants on a journey that will help them discover how to make every personal communication and every team based interaction to deliver the most effective outcome.

Audience

Teams who need to gain wider consensus, understanding and agreement in order to achieve higher performance and more tangible results.

Pre-course

Participants are required to complete an on-line evaluator prior to training.

Objectives

By the end of the training participants will be better able to:

- Demonstrate the ability to persuade others to take action or gain commitment
- Build effective and lasting business relationships across a team
- Identify key techniques required to put across a point in the most appropriate way
- Adapt their style and language to make more of an impact with individuals in their team
- Understand how to communicate in a way that has positive influence with all behaviour styles
- Understand how the individual styles of the team can be combined together to create a highly effective unit

Course Content

Personal Insights

- How do you see yourself
- How others see you
- Getting the most from your Personal Profile
- Who should you expect to get on with
- Who might be more challenging

The Insights Colour Energies

- How the energies work together
- Why some people don't seem to get on with each other
- How you could adapt your behaviour to overcome difficulties

Using the Colour Energies Every Day

- How to recognise the different energies
- Assessing people's behaviour using body language and para linguistics
- Employing enhanced communication strategies
- Drawing on all the energies for best performance

Using Discovery Insights to Create a High Performing Team

- How each colour energy will respond to different types of stimulus
- How each colour energy deals with each other
- Building relationships
- Motivating and engaging with all types of people
- Identifying the needs of people and fulfilling them
- How people are when they are not on show at work
- Mapping the team to find gaps and overlaps