



# Insights® Into Excellence

## Discovery Leadership Half Day Programme

- **How can your leaders become more effective at managing themselves, their team and the whole school or organisation?**
- **Education is subject to continual change. How do you plan to lead people through this change?**
- **Do your leaders need help adapting their approach to motivate and inspire different types of individuals and personalities across multi-disciplines and departments?**
- **How can you develop your leaders to perform at the highest levels and to help others excel?**

High quality leadership is essential for educational effectiveness yet often there is confusion about what leadership entails

At Insights we believe that the development of leadership skills is vital and too important to be left to chance. Discovery leadership is suitable for aspiring leaders and for those who lead at team, establishment or organisational level. At Insights we believe that to be truly effective, leaders need

- A willingness to listen, adapt and change
- To be emotionally competent, able to manage self and relate appropriately to others
- A combination of 'hard' and 'soft' skills that get the most out of both technical and personal resources
- A mindset that values equally both the objective and the subjective

The Insights Discovery Leadership Programme provides those who have already attended an Insights Personal Effectiveness Programme and received their unique discovery profile with the opportunity to understand how their personal preference impacts on their leadership style.

Drawing on the information contained in the Discovery Profile and in the additional Management and Personal Development chapters, we explore what this may mean for each individual, recognising areas of strength and challenge, and identifying areas for further development.

### Programme Objectives

- Understand your own Leadership Preference its strengths and challenges
- Explore the concept of Leadership and the relationship between Leadership and Management
- Discover how to lead and motivate different personality types including your Opposite Type.
- Understand the needs of the individuals you lead and how to help them excel
- Create an Action Plan to optimize strengths and develop areas of challenge

### Programme overview

- The Power of Perception
- The Insights Colour Energies
- Leadership v Management
- Leadership Styles
- Leadership Strengths and Challenges

### Summary

- Enables participants to improve their leadership skills immediately
- Interactive and participative approach accommodates all learning styles
- Creates a positive and common language enabling people to discuss personality and preference and the differences between people in a positive structured way
- Participants learn about their strengths, areas for development and how to be more effective as leaders

- Leading and Motivating the Insights Discovery 8 Types
- Action Planning

The programme includes Insights Discovery Profile Management and Personal Development Chapters for each candidate.

The Insights Discovery 4-Type Wheel



### Our Clients Say:

"The Insights Discovery profile and workshop gave me a better understanding of the motivation and perception of others in my team."

**Dr. Judith McClure**  
Head, St. George's School for Girls  
Edinburgh



GLOBAL HEADQUARTERS

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