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Why ASHELORE Uses Insights

Helping people understand themselves better as individuals and leaders.

We know that learning and development isn't a check the box exercise. It's not just a day out of the office. It's more than team bonding or team building or a one-off event to build morale.

It's a journey that begins with increasing the self-awareness of you and your people and leads to real breakthroughs in the success of your business – and that's why our approach is different.



Why Insights is Different

When your people truly understand themselves and others, the potential of your business goes through the roof. Think about it – people can only make the best of the strengths they've already got, and work on facing their challenges, if they really know what those are. And that's where we come in.

When people can take an honest look at their personal style, they can start to ask vital questions, such as:

- 'What kind of leader am I now?'
- 'How can I be better?'
- 'Why do I react so strongly to change?'
- 'How do I accept what's happening and focus on the task at hand?'
- 'Why am I always butting heads with my colleague, my vendor, my customer; and what common ground is there between us?'



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All of a sudden leaders begin to see themselves more clearly and begin to establish actions plans for improvement. Your change programs become simpler, as you adapt your

approach to suit those in your team, and relationships all around you run smoothly, allowing everyone to focus on the day job, and not the team dynamic.

That's why we're different – the transformative power of self-awareness isn't just something that will help your business in the short term, it's a powerful gift that will raise the game of everyone in your organization, forever.

90% of top performers are considered to be highly self-aware.

- Forbes

Outcomes

Insights Discovery helps people understand themselves and their colleagues so that they can have more respectful, productive and positive working relationships, even across virtual boundaries.

1

Individuals understand their own and others' communication preferences

2

They can connect better with their colleagues to improve collaboration

3

They have a common language to help them overcome challenges and conflict



Understanding + Application = Breakthrough

Many learning & development (L&D) providers focus on “understanding” - theory, methodology, philosophies, etc. We know that's important stuff, but it's our people-focused approach that creates real business breakthroughs. By increasing the self-understanding of every individual, team and leader, your business can expect long term improvements in engagement, productivity, teamwork, sales, marketing, customer retention and leadership.



UNDERSTANDING

Self-awareness is the beginning of every journey that counts, so our first step is to help everyone in your business understand themselves and others. We cement that learning through technology, so that understanding is embedded quickly...



APPLICATION

...then we rapidly move to application. Our accessible language of color makes it easy for people to apply what they've learned to the day job. That means the learning can be quickly applied to the real challenges affecting your people, teams and leaders. From day one, you'll see measurable impact...



BREAKTHROUGH

...and this is where the business breakthroughs happen. We help people to build better relationships at work. By improving countless interpersonal interactions across your business every day, you'll reach a tipping point where business breakthroughs begin to happen almost immediately.



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Our Values

Our values underpin all that we are and how we do business...

We didn't just come up with some values because that's what companies do.

We simply wanted to write these down because we were already living them with our wonderful, inspiring, thriving community every single day.

Our values inform what we do, how we do it, and the decisions we make.

- **Making a Difference**
We help our customers achieve their goals through simple and insightful people development.
- **Working Together**
We take personal responsibility, value differences and build open, honest and respectful relationships.
- **Delivering Results**
We each play our part in growing our thriving, profitable and socially responsible company.
- **Enabling Success**
We support each other to achieve our personal and professional goals in a culture of lifelong learning.
- **Enjoying the Journey**
We are inspired, motivated and committed - we love what we do.



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The Facts

1

USERS

Over 6 million people have had an Insights Discovery experience so far.

2

ORIGINS

*Our solutions are based on the psychology of CG Jung...
and are as valid today as ever.*

3

VALIDITY

*Insights Discovery is validated by the British Psychological Society.
So we're the real deal.*





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Using Insights Discovery as part of a wider program

Insights Discovery is at the heart of what we do. By applying the four color model to a variety of business challenges, we focus on your most important asset - your people.

1

Improving Team Productivity

Used in conjunction with our teamwork programs, Insights Discovery tackles collaboration, communication and working relationships.

2

Increasing Personal Effectiveness

Used as part of a one-to-one coaching program, Insights Discovery can help people create a tailor-made development plan.

3

Boosting Sales Performance

By looking at the effectiveness of your salespeople at each stage of the sales cycle, we create strategies to improve customer relationships and smash targets.

4

Introducing a Common Language

The language of color spreads quickly throughout organizations - it's memorable, simple to understand and means that the learning isn't forgotten once people are back on the day job.

Let's get started!

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