



Inside Inspiration

Success Coaching with Insights Discovery®

I would like to be able to lead and coach people in a more supportive and less directive way.

I want to develop my coaching skills using the Insights Discovery® Profile and associated models and tools.

I would like to reinforce and deepen my knowledge of Insights Discovery® and know how to maximise the benefits.

I would like to enhance our Performance Appraisal system by integration of the Personal Discovery® profile.

Summary

- Reinforce and expand knowledge of the Insights Discovery® model
- Enable managers to develop their people in a more supportive way.
- Creates more productive one-on-one interventions, enabling both coach and individual to achieve better results.
- Provides a practical framework and practice in goal setting and giving and receiving feedback.

Success Coaching with Insights® is designed to upgrade your knowledge and enhance your ability to successfully coach individuals with the Insights Discovery® Profile and model.



Ideal for managers who have been through an introductory Insights Discovery® experience with their team. Here they will learn to develop and extend their coaching skills to maximise that initial investment.

Participants will learn about the importance of a Coaching Culture and how to use the Insights Discovery® models and tools to support and motivate staff to set and achieve meaningful goals.

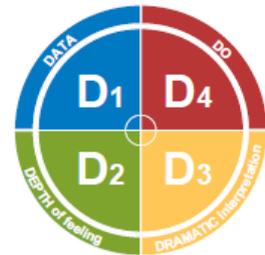
Program Overview

- What is coaching
- Benefits of using the Insights Discovery® profile in coaching
- Your coaching style
- Adapting coaching style to suit the person being coached
- A range of colourful coaching models and questions
- Reinforcing language and more expansive questions
- Effective listening and questioning
- **G-WAVE** for effective goal setting
- **G-UIDE** to inspire individuals to become self-developers
- **D4** for giving and receiving highly effective feedback
- Extensive coaching practice.

G-UIDE-Inspiring Model



D4 - Feedback Model



In groups of three (employee, coach and observer), participants will prepare and practice using each of the models, i.e. the D4 model to give both acknowledging and developmental feedback.

This program can be run over one or two days and tailored to the client's specific needs and culture.

Our Clients Say:

"The cooperation with Insights to establish a globally consistent and highly effective program to increase our sales techniques and coaching management culture has been a real success. It was the one aspect, which our employees appreciated most!"

Simon Dawson Executive Vice President,
Human Resources, The Nuance Group



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