



TheColour  
Works

*Unlocking potential*

# So, what's the issue?

## ...working relationships, that's what!

Get them right and we feel engaged and motivated.

Get them wrong and we become frustrated, bored, angry, uncooperative, the list of negative emotions goes on.

Bottom line - inefficiency.

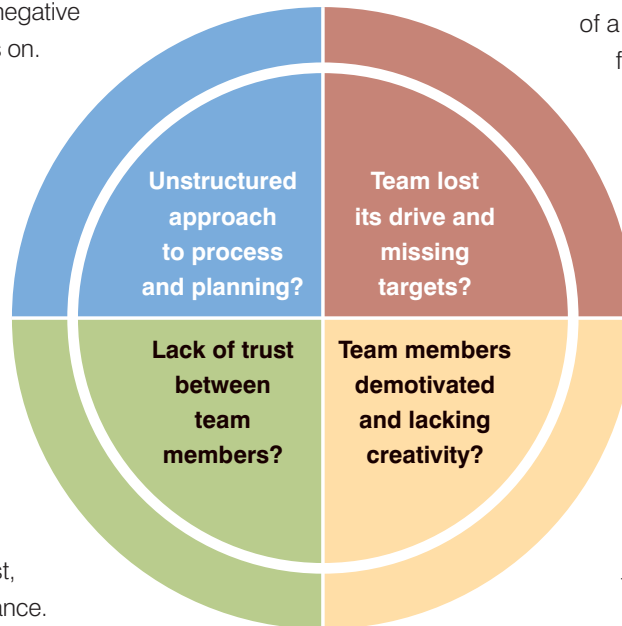
We all work in teams, the very essence of which is to produce more than the sum of the parts. Within any team, the different skills, experience, styles and opinions undoubtedly harbour huge potential.

However, conversely, these differences are also its biggest weakness - personalities clash causing friction, mistrust, misunderstanding and under-performance.

And the more senior the team, the greater the negative impact.

The Colour Works delivers meaningful and measurable training programmes to organisations who need a powerful and effective vehicle for change

By *understanding* interpersonal dynamics, we can work towards honest and constructive relationships - the foundation of a unified, realigned and fit-for-purpose team and organisation.



## Obvious, isn't it?

So why don't we invest more time and effort into understanding the nature of our working relationships - like why we find some people so difficult and how to manage our behaviours to ensure we get the best from our interactions?

**Well now you can -  
with *The Colour Works*.**

# The Solution

At The Colour Works, we believe everyone in an organisation can make a positive, unique contribution to it.

We believe that only by understanding the subtleties of our behaviours can teams truly come together and work to their optimum.

## Re-invigorate, re-energise

Once behaviours are understood, accepted and accommodated, a team is re-energised and ready to release the x-factor - pure synergy!

## Reach new heights

Atmosphere, co-operation and understanding improve, performance reaches new heights and the bottom line benefits noticeably.

## The Discovery<sup>®</sup> Profile



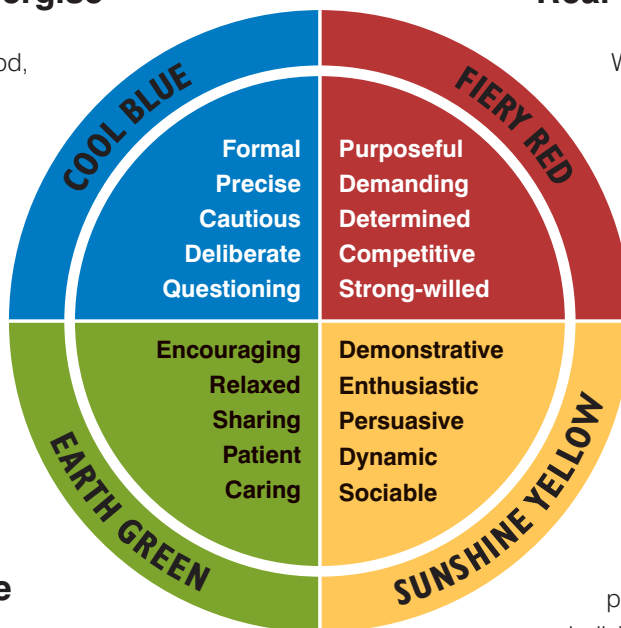
These wonderful personality profiles underpin all Colour Works development programmes and provide profound and insightful revelations on personal behavioural style and the way our style affects others not like us. They form a sound base upon which to undergo a programme of personal and team development and improvement.

## Real learning - real impact

We believe we are an effective and dynamic force for good, giving your organisation an immediate and long-lasting boost to performance that results in improved effectiveness.

## Unlock the potential

With our facilitation style, passion and cutting-edge learning, we unlock that potential to the benefit of the individual, team and organisation.



# Personal Impact

## We work with teams that are...

- New • Underperforming • Going through change
- Dysfunctional • Wanting to improve

## What you receive from us...

- ✓ Fully accredited facilitators and all learning support materials

## Changes you'll see

After a Personal Impact workshop, your team will be buzzing, talking in colours and keen to translate the learning into better ways of working.

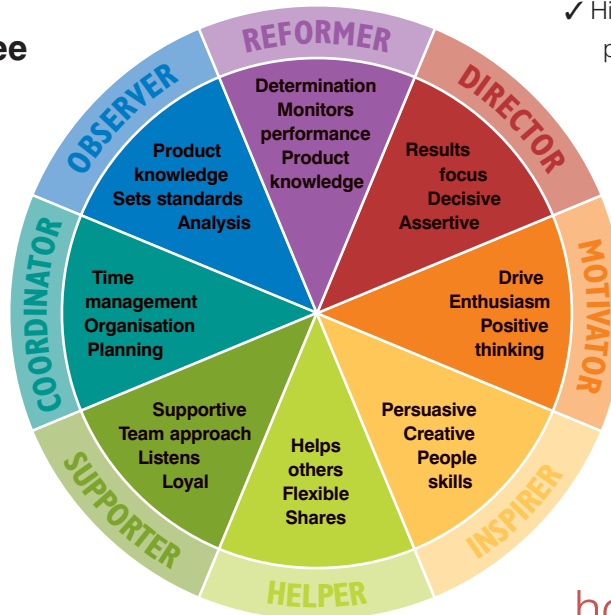
There will be evidence of greater acceptance of difference. People will be making an effort to play to each other's strengths, tangibly improving team cohesion.

- ✓ Highly interactive, thought-provoking and memorable workshops

- ✓ An Insights Discovery profile\* per person and team analysis

- ✓ An understanding of how and why we're so different and what we can do about it

- ✓ Instantaneous impact



“It was honestly the best day ever”

Chief Executive  
Merthyr Tydfil  
Housing Association

\*Contact us today for a free sample Insights Discovery personal profile

# Team Performance

## We work with teams that want to...

- Maximise the benefits of the colour model
- Identify key areas for improvement
- Get every team member's perspective
- Measure progress
- Increase personal accountability to team success

## Changes you'll see

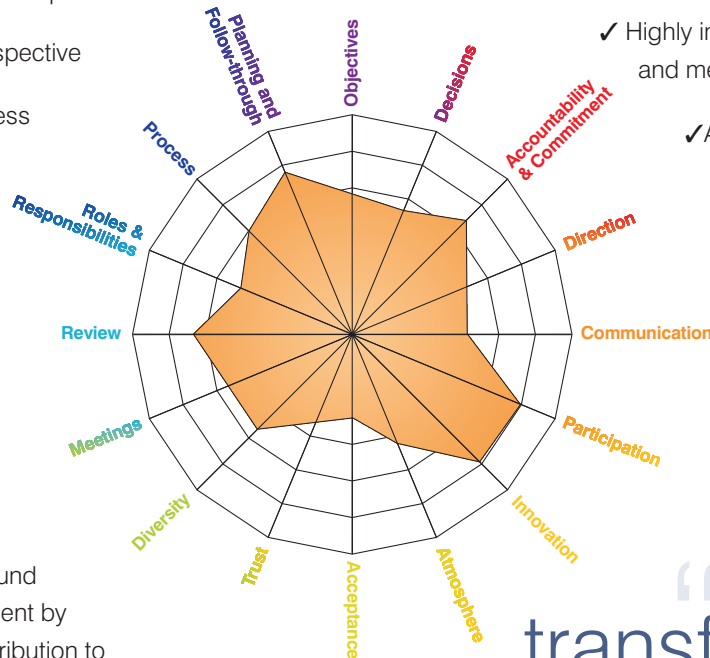
With our Team Performance workshops, you will find a renewed momentum and engagement in the team as all perspectives have been aired.

There will be greater clarity around the way forward and commitment by all - not only to their contribution to improving overall team performance by the review date, but also to challenging each other to fulfil their responsibilities.

**\*Contact us today for your complimentary Team Performance Indicator report**

## What you get from us...

- ✓ Fully accredited facilitators and all learning support materials
- ✓ Highly interactive, thought-provoking and memorable workshops
- ✓ A Team Performance Indicator report\*
- ✓ A light shone on what's going well and what needs working on
- ✓ Full involvement by all team members in agreeing action plans for improvement



“ Absolutely transformational! The Colour Works has been instrumental in helping us move forward ”

Andrew Mercer  
CEO 20C

# Outstanding Leadership

## We work with leaders who...

- Are new to the role and / or have new teams
- Need tools and techniques to drive teams forward
- Want to assess the strengths and weaknesses of their own style
- Are committed to personal growth
- Want to instil a culture of leadership in their organisations

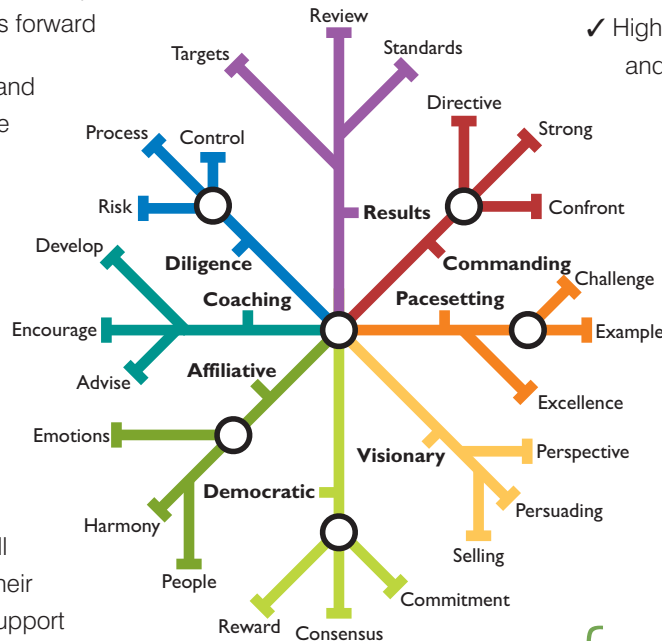
## Changes you'll see

Through our Outstanding Leadership programme, leaders will gain self-belief, clarity around their areas for improvement and full support for implementing new strategies. They will be equipped with the tools and techniques for leading and developing high performance in their team / organisation.

**\*Contact us today for your complimentary assessment of your leadership style**

## What you get from us...

- ✓ Fully accredited facilitators and all learning support materials
- ✓ Highly interactive, thought-provoking and memorable workshops
- ✓ Complementary diagnostics\* to understand one's own leadership style and its impact on others
- ✓ Development through discussion, reflection, honest feedback and one-to-one coaching
- ✓ A personal action plan with ongoing support



“I have  
found  
The Colour Works process  
amazing”

*Widening Access Projects Manager  
Bournemouth University*

# Effective Change

## We work with leaders, managers and teams who ...

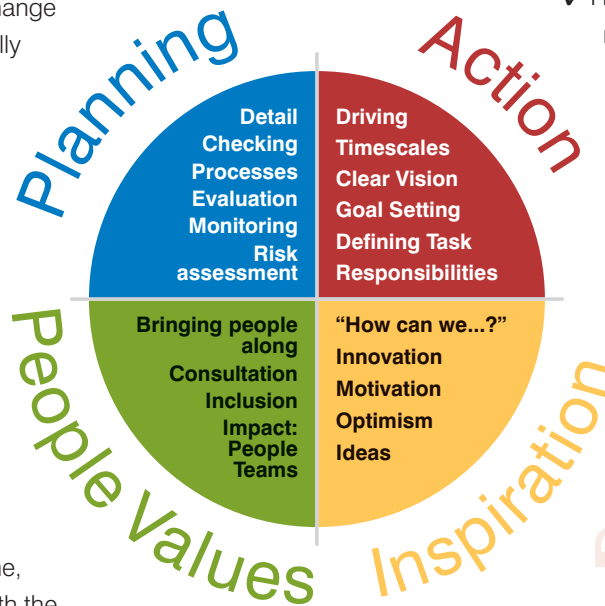
- Are undergoing significant change
- Want to drive the change through successfully
- Want to understand the change process
- Want to know how best to support people through a period of change
- Want to achieve buy-in and commitment from those affected by change

## Changes you'll see

After our Effective Change programme, the improved understanding of both the change process and different people's reaction and potential contribution to it, will result in a smoother, more efficient change process.

## What you get from us...

- ✓ Fully accredited facilitators and all learning support materials
- ✓ Highly interactive, thought-provoking and memorable workshops
- ✓ A detailed understanding of the process of change
- ✓ An understanding of how change affects different personality types
- ✓ A range of practical skills and techniques for managing people through the change process



“Thought-provoking - the journey has made us much more efficient and focused”

*CEO, ILX Group plc*

**\*Contact us today for your complimentary article  
“Successful change is all down to people”**



TheColour  
Works

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