The Colour Works x insights®

Product Catalogue

Products that deliver ROI through **behaviour change**, **talent retention**, **innovation** and **team performance** at every level of your organisation

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Helping people believe in themselves since 2003

The Colour Works

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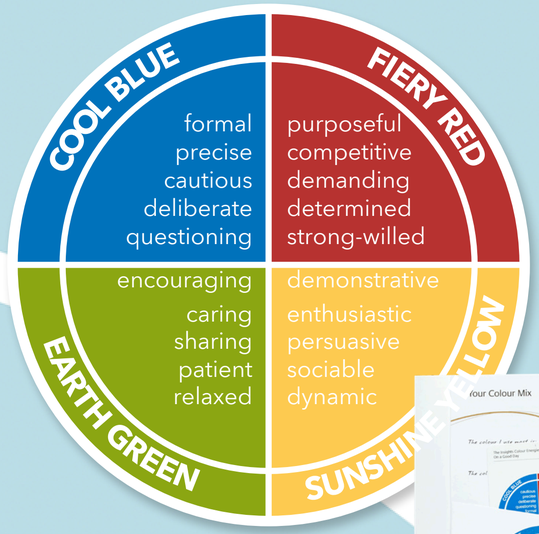
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Insights Discovery

Improve communication and understanding between colleagues with a one-day Insights Discovery workshop





Outcomes

- ✓ Increased individual engagement
- ✓ Greater emotional intelligence
- ✓ Psychological safety
- ✓ Improved self-awareness
- ✓ More meaningful connections
- ✓ Collaborate better with colleagues

Insights Discovery introduces people to the language of colour energies, empowering them to recognise and discuss personal strengths and areas for growth.

It provides clear, practical guidance on how they can adapt their approach and collaborate better with their team.

This programme has an immediate organisation-wide impact, driven by thousands of improved daily interactions.

Audience

As the foundation of all Insights programmes, Insights Discovery is ideal for employees at every level, from entry-level new starts to seasoned executives in the c-suite.

Use when your organisation is:

- ✓ Onboarding new starts
- ✓ Changing leadership or technology
- ✓ Merging or restructuring teams
- ✓ Building Intergenerational connection
- ✓ Supporting return-to-office mandates
- ✓ Improving communication and teamwork

Insights Discovery is the first step in a comprehensive learning system that supports your people at every stage of the employee lifecycle

Proven ROI

The ROI Institute crunched the numbers and found that every dollar invested in Insights Discovery returns $20.63.

Read the Insights Discovery impact report

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Insights Explore

Insights Explore is a bite-sized digital version of Insights Discovery that gives frontline employees the self-awareness to communicate clearly, collaborate smoothly and strengthen everyday interactions with colleagues and customers

Outcomes

Smoother collaboration across teams and shifts

- ✓ Fewer communication breakdowns that slow productivity
- ✓ A shared language that strengthens team culture from the ground up
- ✓ More engaged, self-aware employees who feel seen and valued
- ✓ Scalable support for inclusion and belonging
- ✓ Reduced friction at all levels

Using the powerful language of colour energies, teams quickly learn how to work best with colleagues.

Designed for hands-on workers, Insights Explore makes development accessible anywhere.

No classrooms, no jargon. Just meaningful self-awareness that builds stronger teams from the ground up.

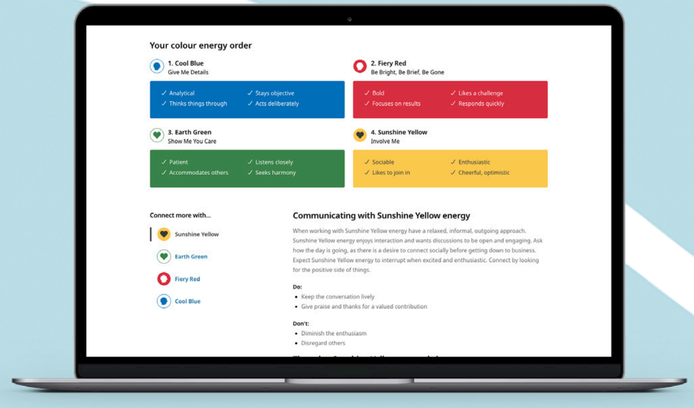
Audience

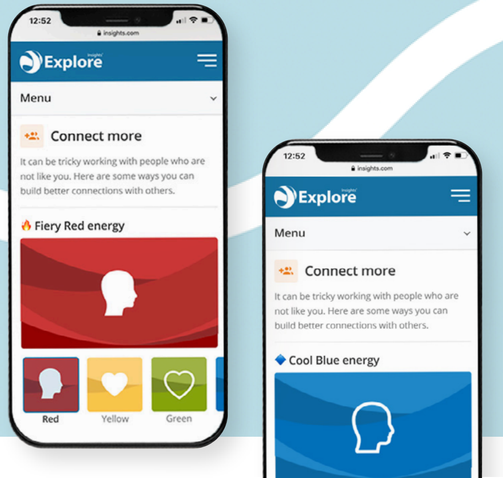
Where traditional training overlooks people on the shop floor, Insights Explore empowers frontline employees in retail, manufacturing, apprenticeship programmes and new graduates to lead from where they stand.

Use when your organisation is:

- ✓ Helping new graduates and apprentices adapt to the working world
- ✓ Experiencing lower customer service scores
- ✓ Improving engagement and job satisfaction rates
- ✓ Needing to train in fast-moving tactical environments that can't afford downtime
- ✓ Pivoting towards real-time agile learning when upskilling
- ✓ Training people without access to computers while working
- ✓ Improving communication and teamwork

Insights Explore ensures your front line are not left behind when it comes to talent development and support





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The Colour Works Bespoke 360

Leadership 360° provides clear, multi-rater feedback that highlights strengths and blind spots, guiding focused leadership development. Available as a ready-to-use solution or fully bespoke to your organisation's needs.

> The results resonated loudly with me on a personal level and continue to shape my leadership practice and conduct 8 years later
>
> **Headteacher**



Outcomes

Leadership 360° gives you a full view from all angles (self, peers, reports and managers) across eight leadership attributes such as Clarity, Trust-Building, Coaching, Vision and Delivery. It's based on 20+ years of research and is designed to deepen self-awareness, reveal blind spots, and fuel meaningful development with structured feedback, comparison over time, and actionable insight.

- Comprehensive feedback: a full 360-degree view from line manager, peers, direct reports and other stakeholders, highlighting strengths and blind spots.
- Enhanced self-awareness: clear insight into how leadership style and behaviours are perceived across the organisation.
- Targeted development plan: practical guidance to prioritise growth areas and focus coaching or training where it matters most.
- Improved leadership effectiveness: measurable changes in communication, decision making and relationship building.
- Greater stakeholder trust: open dialogue that builds credibility and reinforces a culture of feedback.
- Evidence for succession planning: robust data that supports talent management and future leadership pipeline decisions.

Audience

- Senior leaders or managers who want structured, multifaceted feedback on how their leadership is perceived by others.
- Emerging leaders or high potentials aiming to accelerate their self-awareness and leadership growth.
- HR / OD / Learning & Development professionals seeking a tool to inform leadership development plans and coaching conversations.
- Organisations wanting to embed feedback culture, transparency and continuous improvement among their leadership cohort.
- Stakeholders who need to benchmark leadership across key attributes like resilience, collaboration, trust, vision, etc.
- Leaders preparing for or undergoing change (structural, cultural or strategic) where understanding different stakeholder perceptions is important.

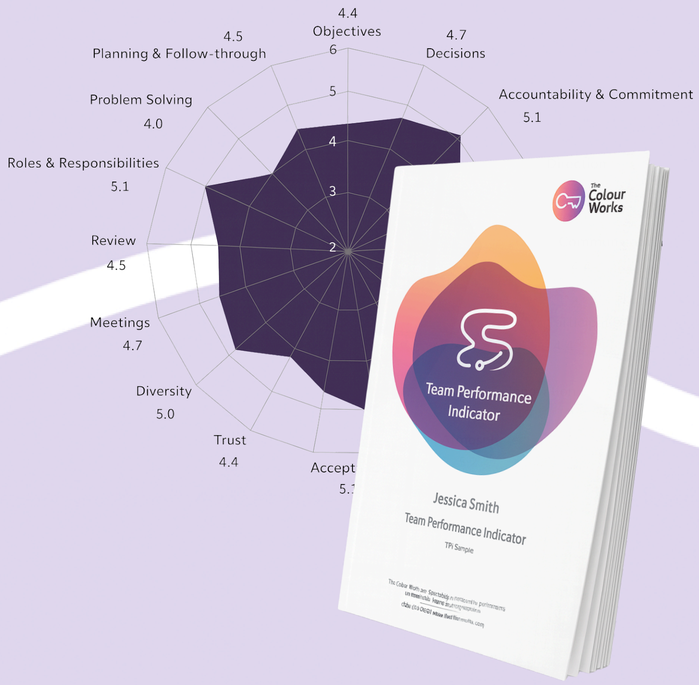
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The Colour Works Team Performance Indicator (TPI)

Using TPI alongside Insights Discovery helps to unearth issues that are blocking progress and clears the path for better ways of working

"The experience has cemented great working relationships - much needed when you're tasked at looking for cashable savings within your organisation!"

Finance Director



Outcomes

The Team Performance Indicator is an anonymous survey that provides quantitative data on your team's performance, showing where there is agreement around particular strengths and weaknesses, and where opinions differ.

- Gives a real-time view of performance, to also help measure future change and ROI
- Diagnoses next steps following Insights Discovery
- Collects everyone's unique perspective on how well the team is doing
- Moves the conversation from relationship to task
- Engages and empowers delegates to find solutions
- Unearths the differences in understanding between team members
- Evidence for leadership decisions: credible metrics that inform strategic planning, resource allocation and leadership support.

Audience

- Team leaders and managers who want to measure how their team is performing across key factors, not just gut feel.
- HR / OD professionals looking for diagnostic tools to uncover strengths and areas for improvement in teams.
- Senior leadership involved in strategic planning / transformation who need data to benchmark team performance and track progress over time.
- Teams that may have unseen friction, misalignments, or differences in perception of how they work together.
- Organisations that want to build accountability, shape constructive conversations, and empower their teams to co-create improvements.
- Any group preparing (or already operating) with remote / hybrid working wanting visibility of where performance or engagement may be slipping or diverging.

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Insights Discovering Team Effectiveness

Build high-performing, collaborative teams by exploring the four key attributes of team effectiveness with this morning or afternoon workshop

"The Colour Works approached the programme with great professionalism, dedicating significant time upfront with the leadership team to fully understand the brief and design the solution. They were all a great pleasure to work with and instrumental in helping us turn the culture of our offices around"

CEO, Learning Skills Council



Outcomes

- Jumpstart meaningful collaboration
- Improved interpersonal relationships Less friction and conflict
- Increased team cohesion
- Better engagement and retention Unblocked communication flow

Discovering Team Effectiveness tackles productivity challenges from four angles: process, focus, flow and climate.

This workshop takes an in-depth look at team preferences, exploring how team members and individual working styles interact.

Teams that 'walk the wheel', experience significant improvements in collaboration and team cohesion.

Audience

Ideal for teams at all levels that must build connections and quickly transcend generational, geographical and cultural barriers to cohesion.

Insights clients often facilitate Insights Team Effectiveness starting with their executive leadership team, then cascade it down through the ranks of managers, team leaders and individual contributors.

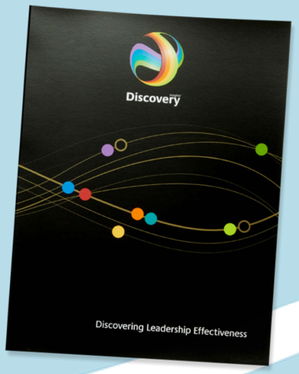
Use when your organisation is:

- Managing newly formed or recently merged teams
- Helping teams to create direction, purpose or vision
- Elevating the performance of exceptional teams
- Sensitively resolving interpersonal barriers to effectiveness
- Increasing understanding between managers and colleagues
- Embarking on change projects

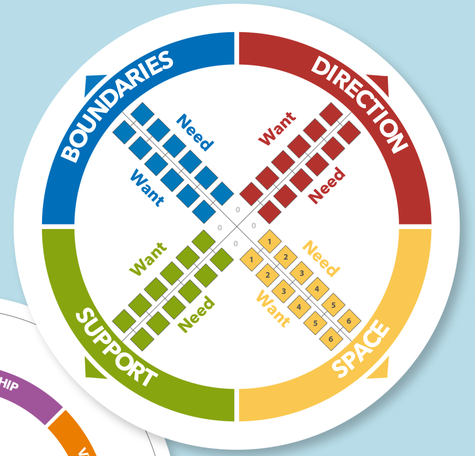
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Insights Discovering Leadership Effectiveness

Develop effective leaders, able to mobilise high-performing teams and drive results by embracing their natural talents and authentic leadership style







Outcomes

- Better strategic leadership of projects, teams and organisations
- Improved personal leadership style
- Ability to value and leverage differences to achieve team and organisational goals
- Adaptability to shift leadership style based on the needs of the project, team and situation
- Greater self-awareness and other-awareness
- Targeted action plan for ongoing leadership development

Effective leadership is about clear vision, consistent results and the ability to drive team performance through shared goals and values.

Grounded in Insights Discovery, this programme helps leaders explore how their individual style and preferences manifest in their leadership.

By examining their effectiveness across four key leadership dimensions, participants build focused, long-term action plans to elevate their leadership impact.

Audience

Ideal for new managers, seasoned leaders, identified high-potentials, and individual contributors looking to better lead themselves and to make an impact in their roles.

Use when your organisation is:

- Realigning and reprioritising organisational and team objectives
- Promoting or onboarding new leaders at any level
- Empowering a sense of autonomy and accountability on teams
- Increasing engagement and motivation throughout the organisation
- Creating a culture of open, clear and courageous communication
- Succession planning

Case study: Read how Cornwall Council successfully utilised Insights with more than 5000 leaders

[Read the case study]

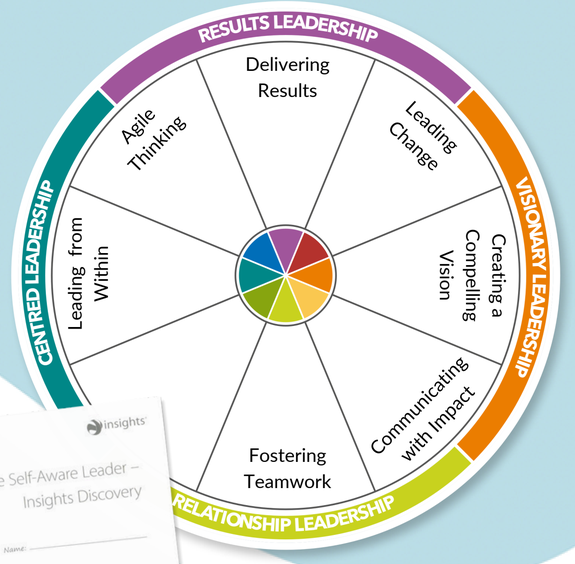
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Self-Aware Leader

This deep dive programme empowers leaders to understand what drives their leadership style, tap into their innate strengths and lead with greater purpose and influence

"I was slightly skeptical about giving up 4 hours of my time... how wrong could I have been!"

Leader, Swale Academy





Outcomes

- Increased retention of top-performing talent
- Enhanced leadership and team performance
- Marked increase in discretionary effort at all levels
- An engaged and purposeful workforce
- Increased psychological safety on teams
- An inclusive and respectful corporate culture

Building on the Insights Discovery four-colour model, this programme uses the Insights Discovery Transformational Profile to help leaders reflect on, evaluate and discuss leadership approaches.

With an emphasis on goal setting, Self-Aware Leader is deeply personal, yet empowers group discussion to help leaders understand strengths and blind spots, lean into their core values and recognise the impact they have on the people they lead.

Audience

Ideal for new and seasoned leaders, and identified high potentials preparing for their next step in the organisation.

Use when your organisation is:

- Succession planning and developing talent
- Supporting leadership transitions and promotions
- Managing organisational change
- Building leadership agility and resilience
- Enhancing cross-functional collaboration
- Improving executive communication across generations, geography and hybrid or remote teams

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Insights Discovery Transformational Leadership profile

Used in coaching sessions, in the Self-Aware Leader programme or as part of existing in-house programmes, this unique profile builds on the language of colour energies and teaches leaders to examine their effectiveness through eight dimensions of leadership



Outcomes

Stronger, more self-aware leadership

- Enhanced agility to lead teams with diverse personalities and value sets
- Greater harmony and trust across functions and hierarchies
- Elevated positive influence on stakeholders
- Increased resilience, empathy and authenticity
- Improved awareness of preferences, strengths and blind spots

The Insights Transformational Leadership profile helps leaders understand their own style, and how others perceive it.

It gives them the tools to lead in a way that inspires and motivates, boosting engagement and resilience, even during challenging times.

Originally sold as part of Self-Aware Leader, this profile has the power to accelerate every L&D programme in your roster.

Audience

Ideal for high-potential employees, new leaders and seasoned executives.

Use when your organisation is:

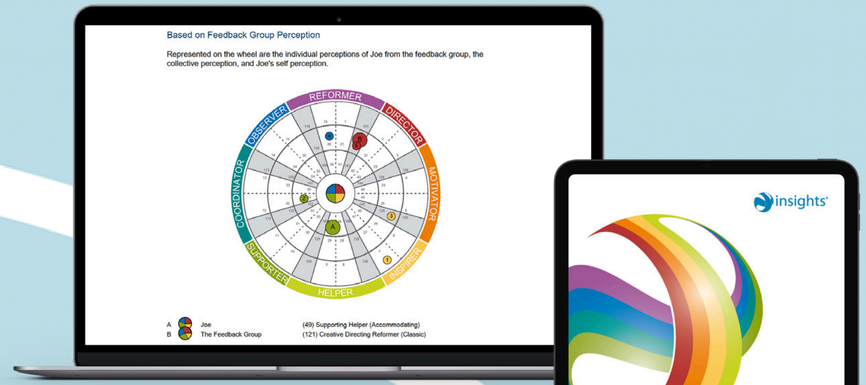
- Developing senior executives and c-suite personnel
- Succession planning and developing talent
- Supporting leadership transitions and promotions
- Building leadership agility and resilience
- Enhancing cross-functional collaboration
- Managing organisational change

> "The development programmes delivered so far form the foundation for our learning agenda"
>
> **Head of HR, Bausch & Lomb**

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Insights Discovery Full Circle

See yourself as others see you. A colour-based 360 experience that promotes successful collaboration through the power of open feedback in a psychologically safe environment.



Outcomes

- Renewed sense of engagement and belonging
- A strong feedback culture
- Improved team performance and cohesion
- Increased psychological safety between people
- A jump in productivity
- Enhanced leadership performance

Discovery Full Circle is a feedback tool that creates open, psychologically safe channels for learners to receive input from managers, peers, clients and team members.

This innovative take on the traditional 360 links feedback to personality preferences rather than performance metrics.

The result is improved empathy, reduced conflict and stress and enhanced collaboration across teams.

Audience

Ideal for leaders, managers and individual contributors at all levels.

Use when your organisation is:

- Building trust between team members and stakeholders
- Creating individual development and coaching plans
- Developing high-performing teams
- Igniting strategic collaboration and innovation
- Identifying high-potential future leaders

80% of employees who've received meaningful feedback in the past week are fully engaged

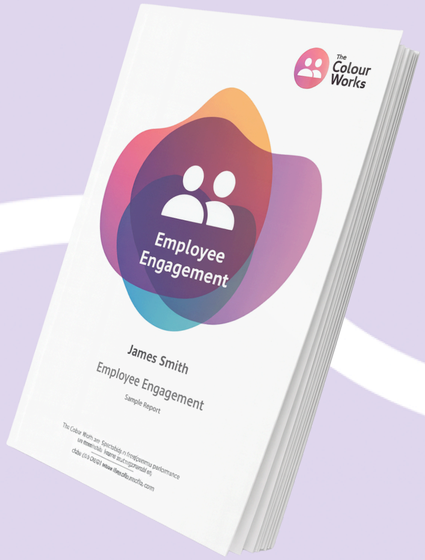
Gallup, 2024

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The Colour Works Employee Engagement Survey

A fully customisable, fully bespoke survey with dedicated account manager support. Gain powerful insights into what drives your people and where to focus action, all branded to your organisation and tailored to your goals. Prices start from just £495, giving you enterprise-level feedback without the £20k+ price tag.

> We looked for a provider who could help us customise our own survey and provide dedicated support. The account management freed me up to focus on work, and I can't believe the cost, we paid nearly 5x times last year for less!
>
> **HR Director**



Outcomes

Our fully customisable survey provides deep insight into employee sentiment and motivation, paired with expert analysis and clear next steps. With tailored reporting and dedicated account management, you gain the understanding needed to focus action, strengthen retention, and lift overall organisational performance.

- Rich, actionable insight into employee engagement drivers and blockers, specific to your organisation.
- A fully customised survey and reporting suite aligned to your brand, culture and strategic goals.
- Expert guidance from a dedicated account manager to interpret results and shape next steps.
- Clear priorities and practical recommendations that help you focus effort where it will have greatest impact.
- Improved retention and performance through targeted action plans informed by real employee feedback.
- Exceptional value with prices starting at just £495, giving you enterprise-level feedback at a fraction of traditional costs.

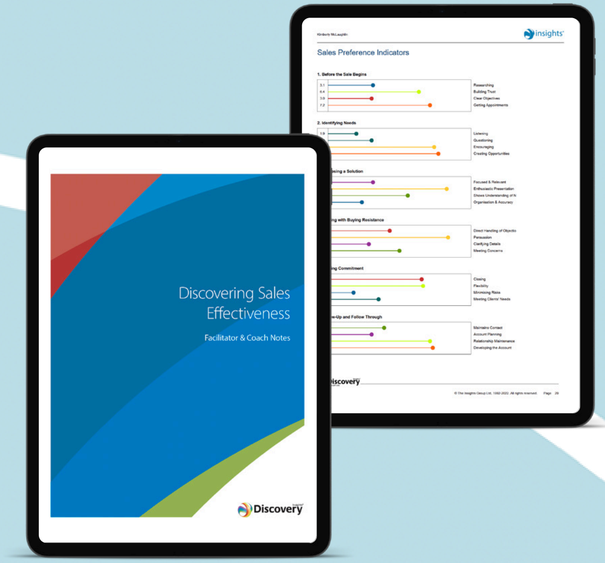
Audience

- HR and People leaders seeking a fully bespoke engagement survey without the hefty £20k+ price tag.
- Senior leadership teams who want credible data to guide culture, retention and performance initiatives.
- Organisations of any size looking for a tailored solution that reflects their unique values, language and strategy.
- Business owners and MDs who need an affordable yet professional way to gauge workforce sentiment and drive change.
- Internal OD/L&D professionals aiming to partner with a dedicated account manager for expert support throughout the process.
- Fast-growing companies or charities wanting a flexible survey that can scale as they expand or evolve.

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Insights Discovering Sales Effectiveness

A half-day to full-day workshop to assess the strengths and weaknesses of your sales team and develop an action plan to accelerate productivity and results



Outcomes

- Consistent sales performance
- A more collaborative high-performing sales culture
- Stronger client relationships and higher conversion rates
- Increased revenue and growth
- Shortened sales cycles
- Improved forecasting accuracy

This workshop links the personality preferences in the Insights Discovery Effective Selling chapter to the Insights sales model, helping sales professionals understand their strengths and weaknesses at each stage of the sales cycle.

Through interactive learning, participants learn to recognise personality preferences in prospects and adapt their communication to build stronger connections.

Leveraging tools like the language of colour energies and active listening, learners can spot hidden opportunities and exceed sales targets.

Audience

Ideal for sales professionals, particularly those in the field building relationships with prospects and working shoulder to shoulder with prospects and existing clients.

Use when your organisation is:

- Needing to attract and retain clients quickly
- Onboarding and training new sales professionals
- Harmonising newly merged sales teams
- Looking to reduce a long sales cycle

Seeing the success of enablement and training programmes, sales teams are doubling down. They're prioritising programmes that help reps speak the language of their customers, address the root causes of their pain points, and communicate value more clearly.

Salesforce, State of Sales Report

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Create your pathway

Our work always starts with a short consultancy call to clarify your goals and propose a pathway that we plan and facilitate with you or your team(s).

Along the way, we draw on our experience to use a variety of tools and techniques to embed learning so that your people build lasting skills and behaviours. Using the right blend of Insights products, Leadership 360° and the Team Performance Indicator, we target measurable outcomes such as stronger leadership, more cohesive teams and improved organisational performance.

We recommend only the tools that best move you from where you are to where you need to be.

Book your consultancy call



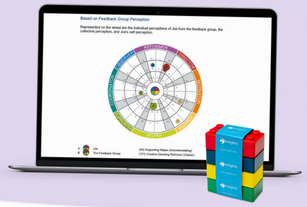


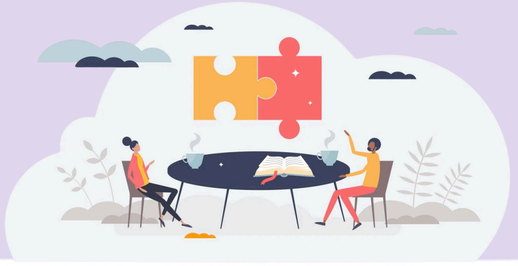












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