

Crafting Organisational Common Language

8 February 2023



“If you talk to a man in a language he understands, that goes to his head. If you talk to him in his own language, that goes to his heart”
- Nelson Mandela.





**Amine
DELAGE**

- Coach and Group coaching supervisor.
- An executive coach with the Centre for Creative Leadership - CCL
- PCC coach with International Coach Federation – ICF
- 16 years Experience in Learning and development

Area of expertise:

- Individual and group coaching
- Interpersonal communication
- Leadership development

Main accreditations:

- Insight Discovery - MBTI - Myers-Briggs Type Indicator
- HOGAN - TMS “Team Management System” - Benchmark 360...



- Global HR & Change Management Consultant
- 10 years of global experience (APAC, Africa & Middle East)
- 15 years of experience in Human Resources
- Professional facilitator, editor-in-chief and organization cultural champion



**Prakash
Santhanam**

Area of expertise:

- Change & Transformation
- Talent Management
- Business Sustainability



Main accreditations:

- Certified HR.SLII, NLP, Insights, Hogan, DiSC, Harrison and Facilitator
- Trainer (TTT), Business Relationship Management Practitioner (BRMP),
- Meta Neuro Linguistics Programming (NLP) Practitioner



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Establishing common language within your organisation



A robust and widely acceptable culture inspires the entire workforce to speak a common language aligned with the corporate goals and reinforced by the organization's leaders.

A well-defined common language provides essential growth for employees and the organization and absence of it leads to communication obstacles, goal misalignment and lack of clarity in role expectations.

A language that all talents understand and aligned towards same goals and direction.

Time to Discuss

- Form group
- Topic of discussion
 - Identify common language challenges you face in your organisation
 - Share discussion points
- Time: 10 mins

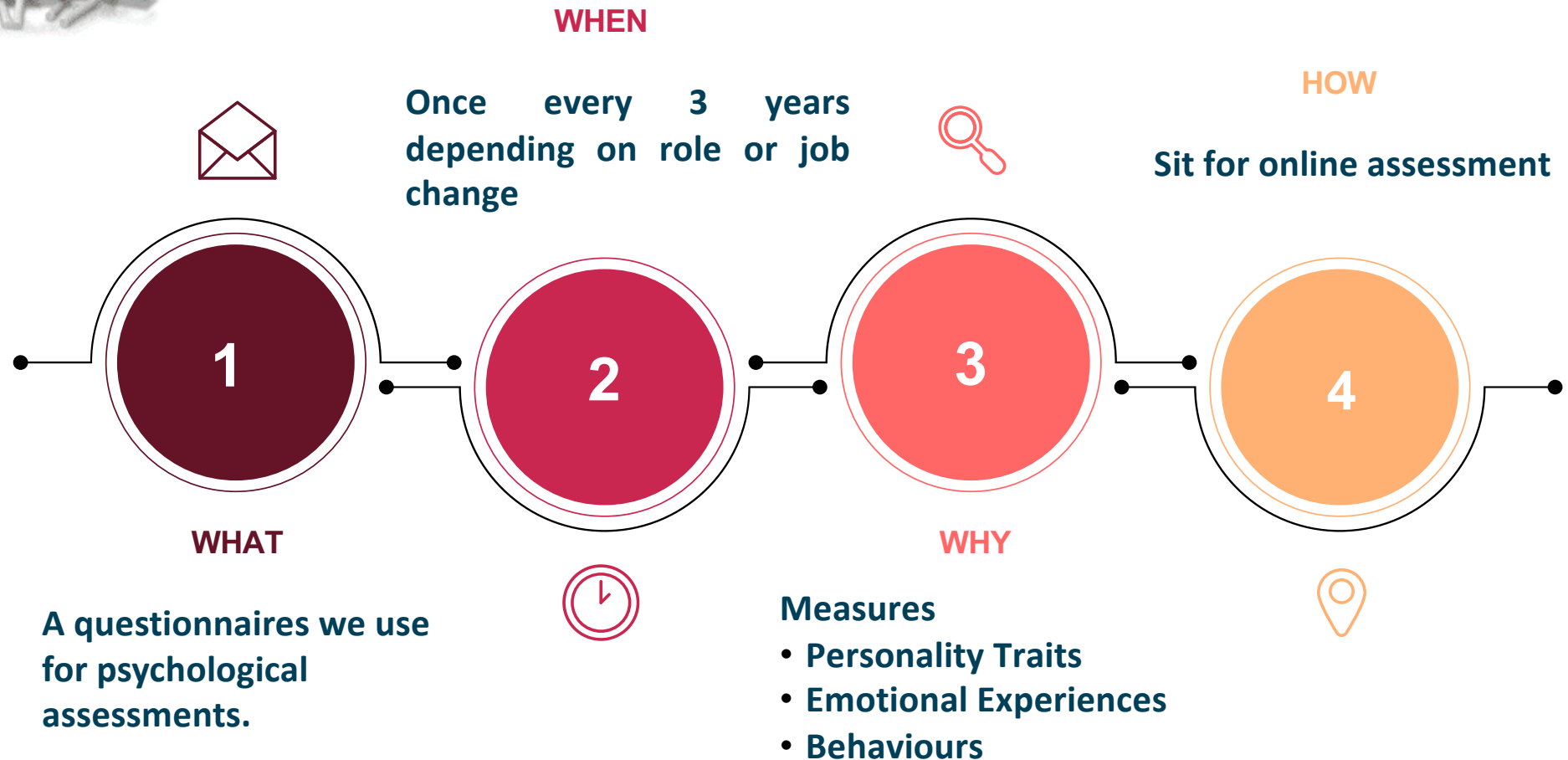




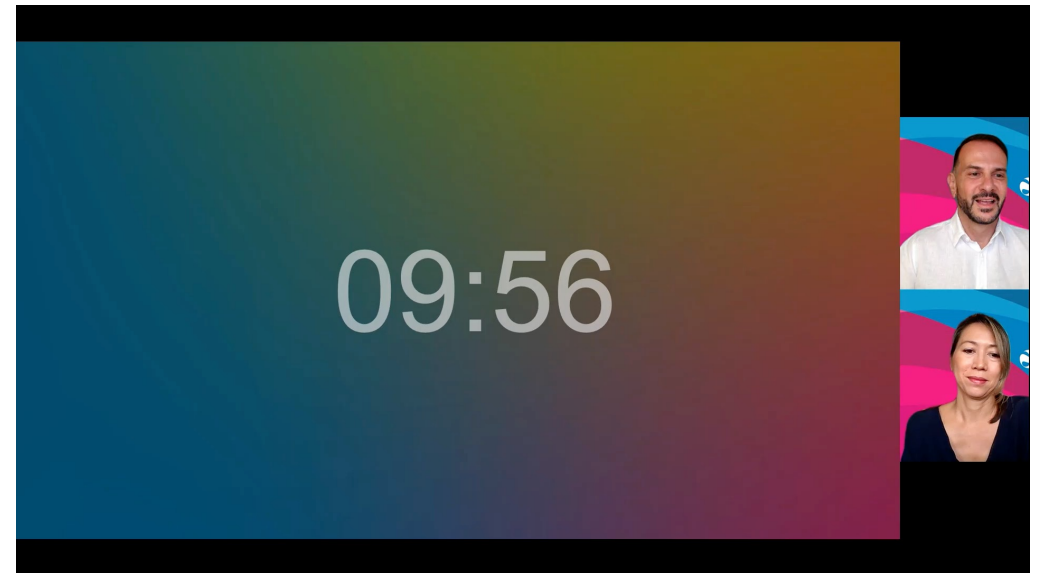
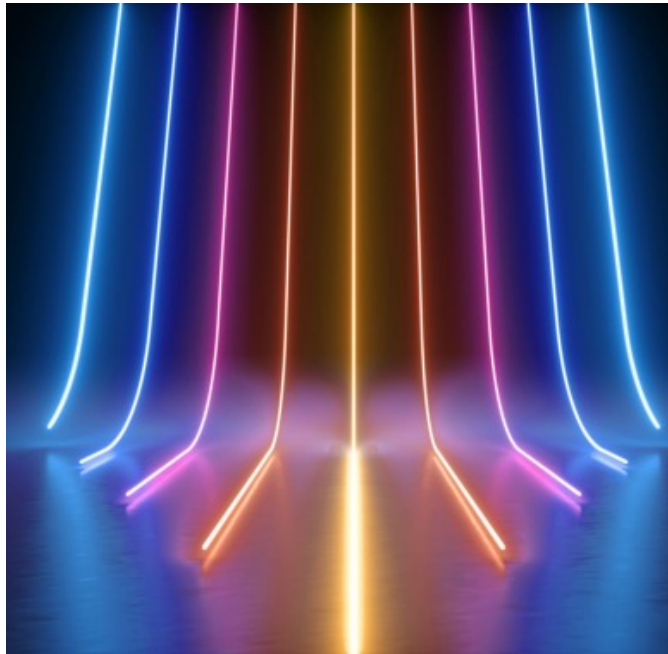
Companies with talented leadership see a 48% increase in profitability.
- Gallup



Psychometric Assessment



Intro – Video



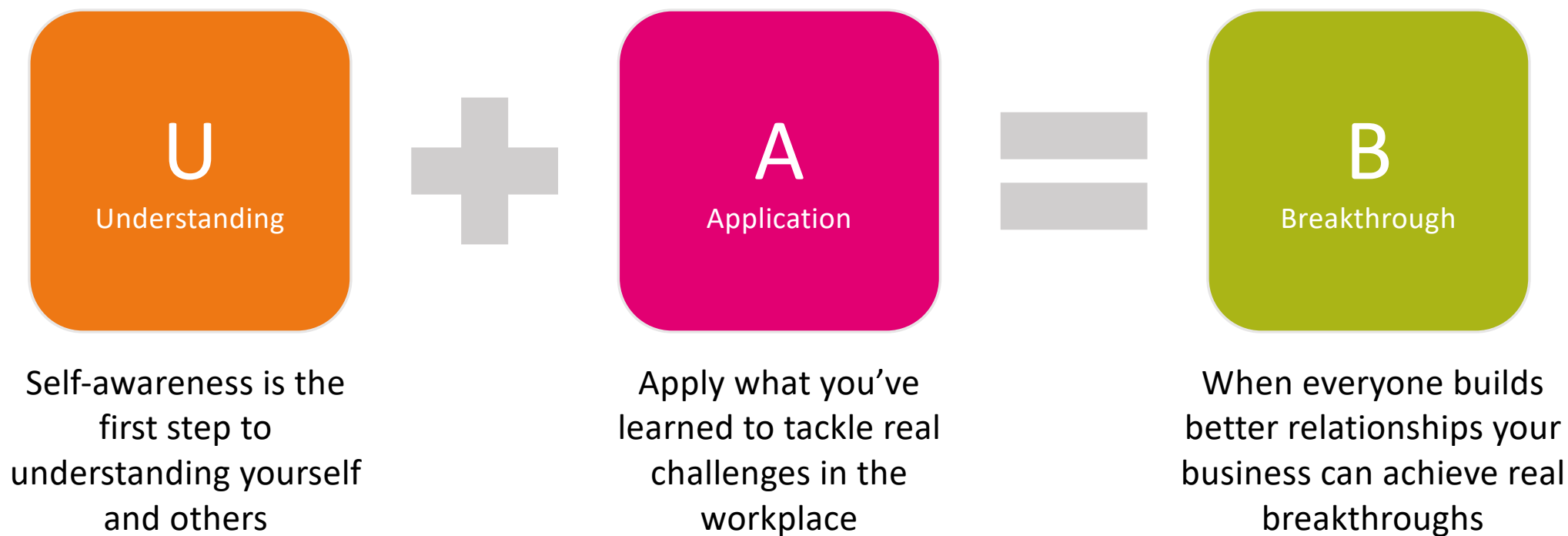
Our Purpose



To create a world where people truly understand themselves and others and are inspired to make a positive difference in everything they do.



Our unique approach ...





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Insights Discovery

What is it?

- A simple and accessible four-colour model which, accompanied by a personal profile, helps people to understand more about themselves and others.


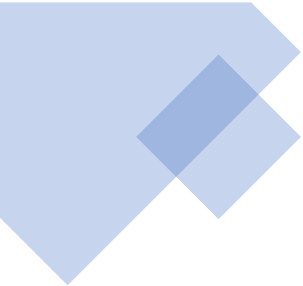
Who it is for?

- All members of an organisation, from new starters to senior leadership and for teams.

What is it useful for?

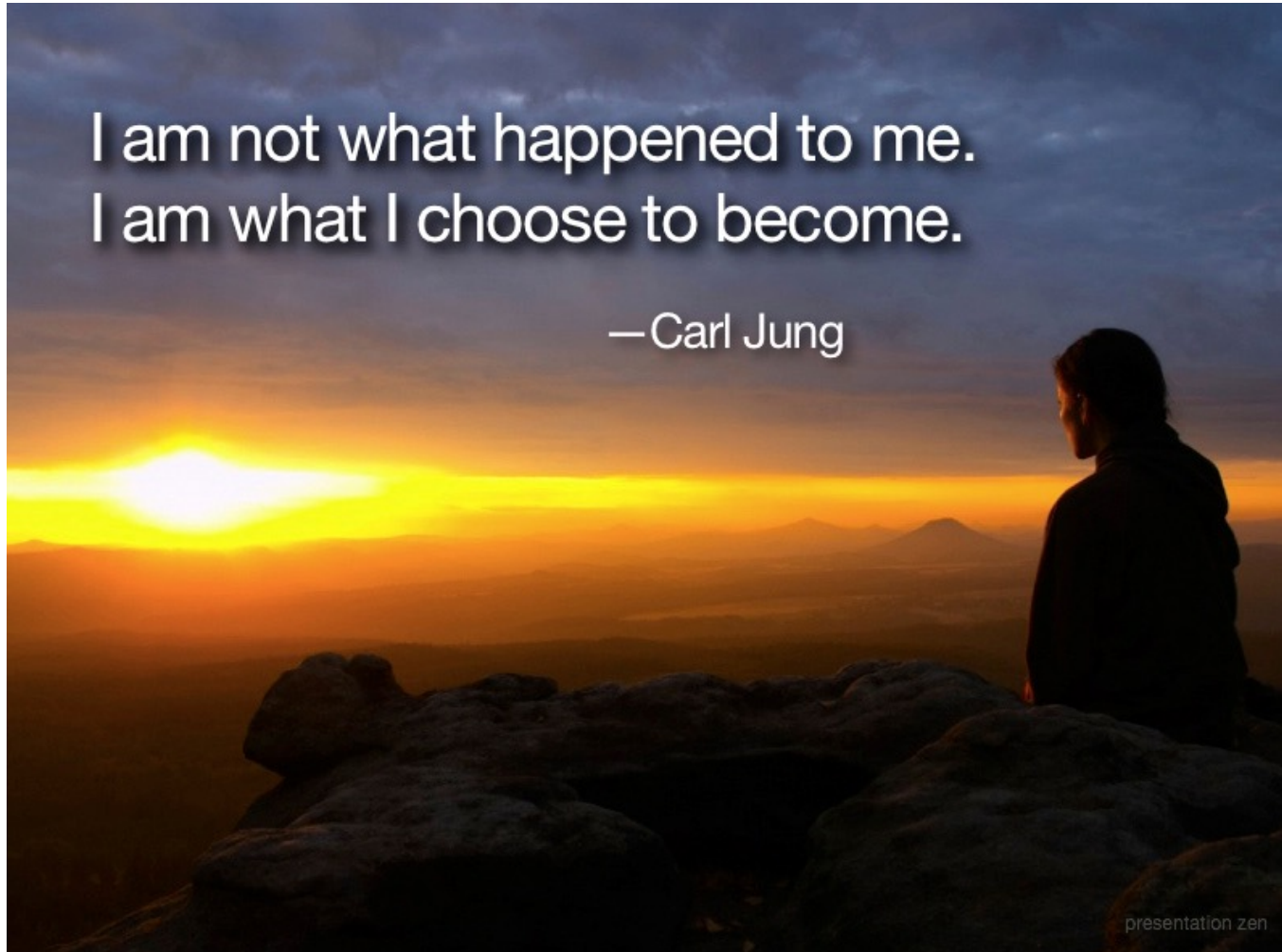
- Improving personal effectiveness
- Aiding communication with others





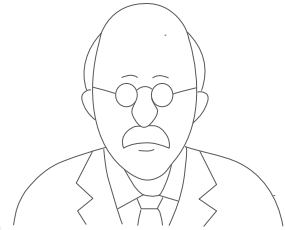
I am not what happened to me.
I am what I choose to become.

—Carl Jung



presentation zen

Summary of Jung's Psychological Preferences



How we are oriented to the environment

Introversion – Internally, through observation and reflection

Extraversion – Externally through engagement, involvement and taking action

How we make decisions

Thinking – With our 'head' using analysis and a logical rationale

Feeling – With our 'heart' deciding on what something is worth, using our personal values

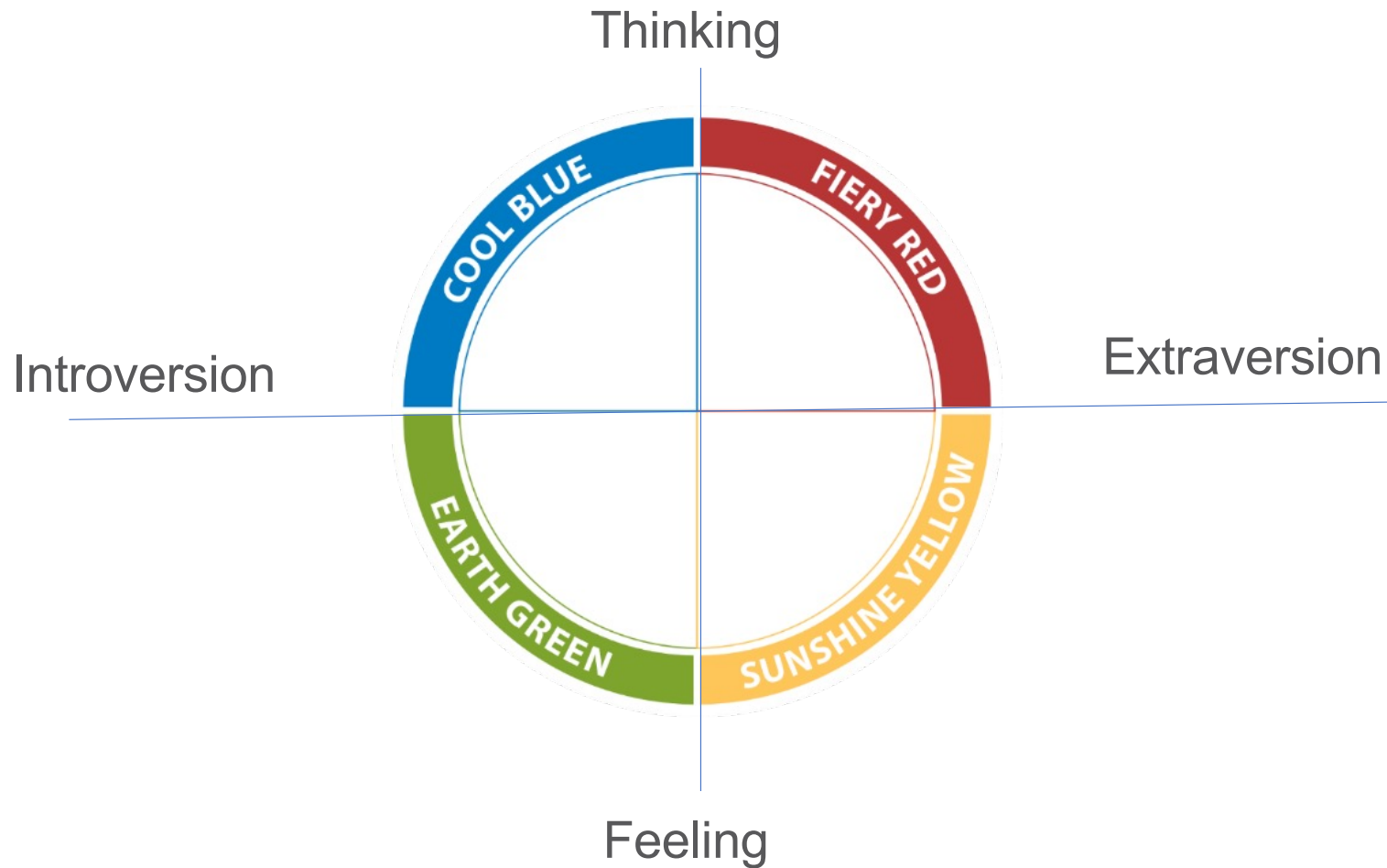
How we take in and process information

Sensation – In a concrete, realistic and tangible way, grounded in the present

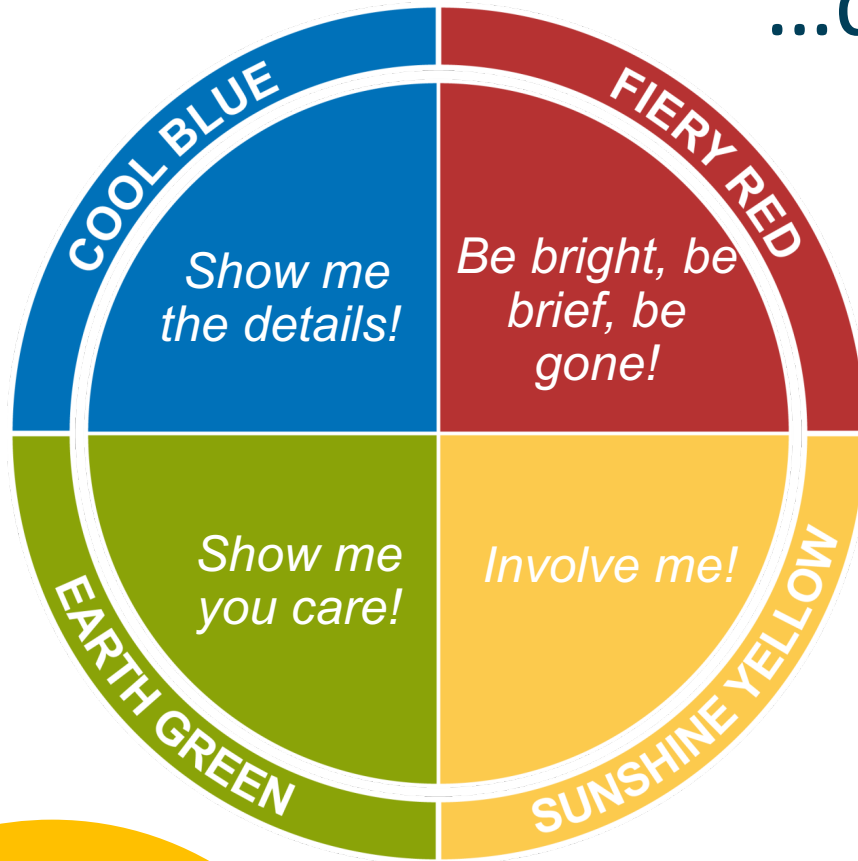
Intuition – Finding meaning through interpretation, and future possibilities



Jungian Preferences and the Colour Energies




...describes a preference



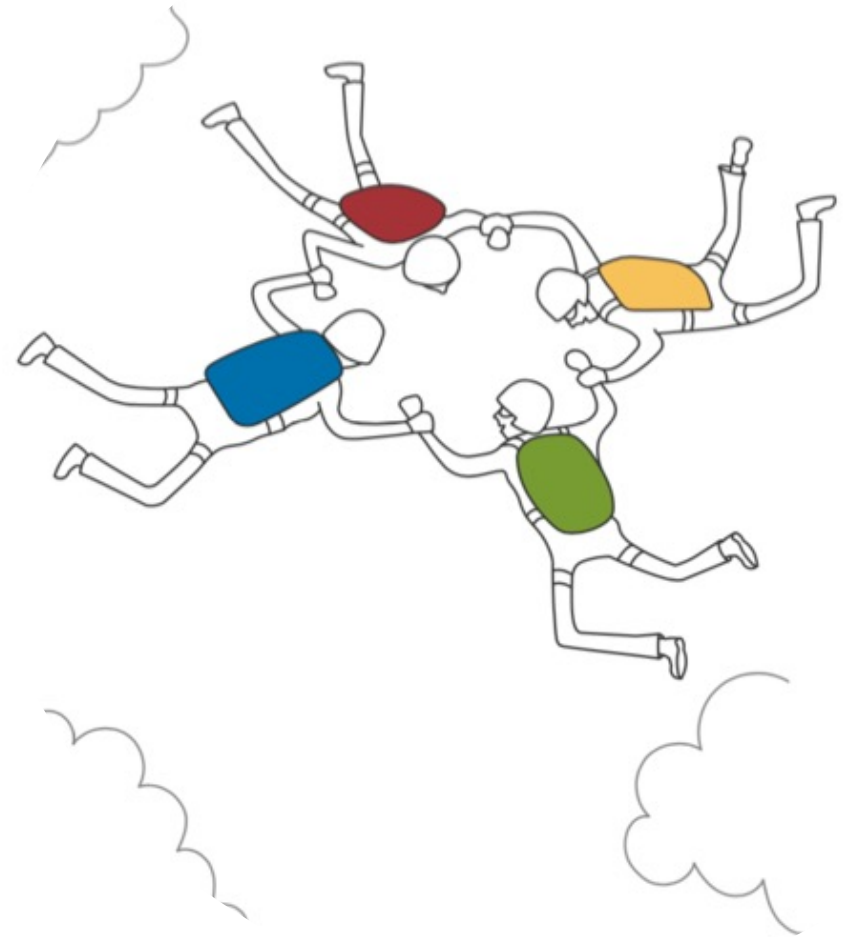
- ...a system that looks at **Observable Behaviour**
- ...to increase **Personal Effectiveness**

And everyone has **access to all four colour** energies all the time.

A red flag pin is stuck into a map background. The flag is red and the pin is silver. The map shows a grid of streets and some green areas.

... a Common Map for
discussing preferences and
behaviours

People can then easily
adapt & connect with various
levels of staff and this leads to
successful **innovation**,
creativity and **productivity**
within the workplace.



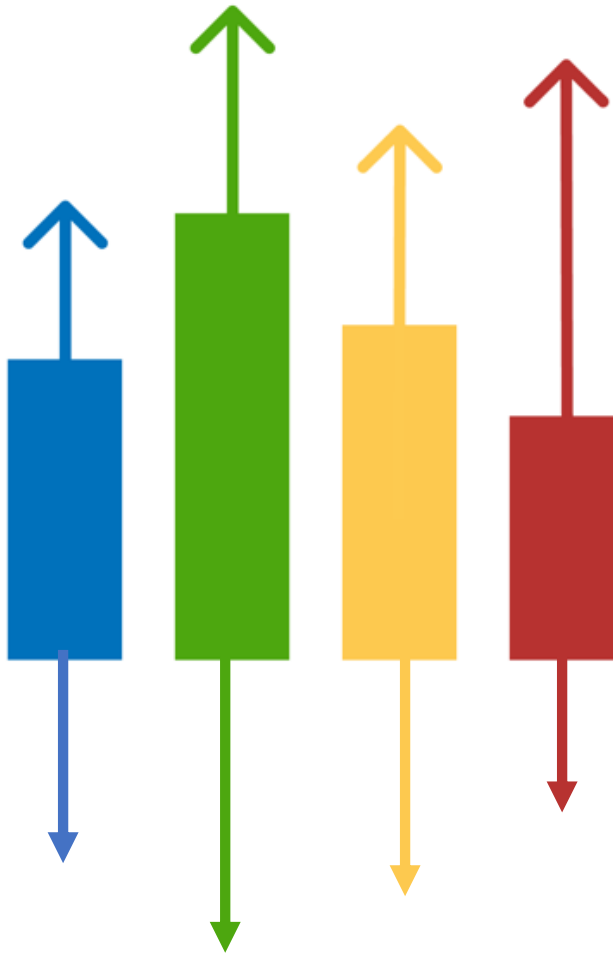
Discovery Personal Profile Features



- Foundation Chapter
 - Overview:
 - Personal Style – Interacting with others – Decision making
 - Strengths and possible weaknesses
 - Value to the team,
 - Communication style:
 - Effective Communications
 - Barriers to Effective Communication .
 - Possible Blind spots,
 - Opposite type
 - Suggestions for Development



Which **colour energies** have you drawn on to help you be more resilient this year?

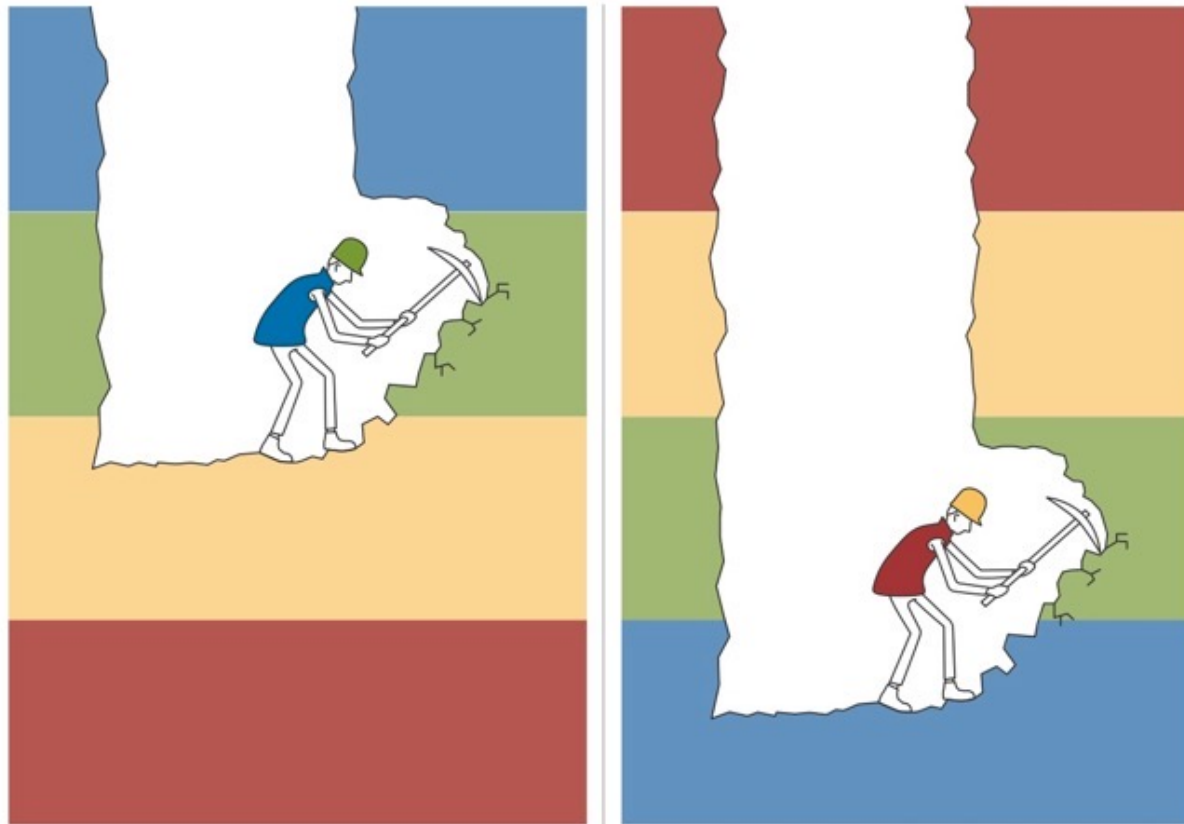


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With varying effort we can access all four of the colour energies ...

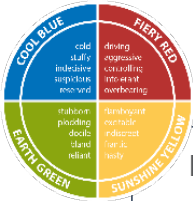


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Your journey with Insights



Discovering Team Effectiveness

This programme helps teams to identify where they are strongest and weakest, allowing them, as a group, to define where they perceive their development areas to be. Useful for newly formed, intact or leadership teams.

Teams that use Insights Discovery can overcome conflict, build trust and work more cohesively

Teams

Leadership

The Self-Aware Leader

The programme provides a leadership-specific profile that helps leaders understand their unique strengths and challenges, based on their personal preferences. They can use this information as part of their ongoing personal development, and even as an executive coaching tool.

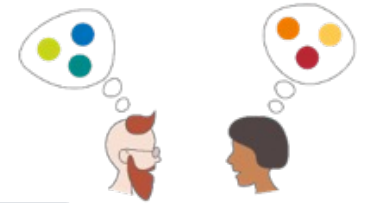
Self-aware leaders are better able to motivate, engage and inspire their teams to greater performance

Personal effectiveness

Insights Discovery

The Insights Discovery model and profile will help your people understand their own and others' preferences and take simple practical actions that improve their everyday relationships.

Insights Discovery improves communication skills between colleagues



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**THANK YOU FOR BEING
AN AWESOME AUDIENCE!**



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Questions & Answers

