



TheColour
Works®

Inspiring People,
Delivering Results

‘Implementing The Key Aspects Of Change Management Effectively’

The Colour Works believes that everyone in an organisation can make a positive unique contribution to it. We believe with our facilitation style, passion and cutting-edge learning, we unlock that potential to the benefit of the individual, team and organisation.



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Fact: 70% of business change fails to achieve desired goals

1. Lack of strong leadership – **Know yourself, warts and all**
2. Lack of team skills and proven approach to change – **Know your team & have a plan**
3. Lack of effective engagement with stakeholders – **Know your audience & communicate effectively**

Source: NAO/OGC



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“People do not resist
change – people change
all the time. What people
resist is having others
impose change on them”

*Margaret Wheatley
Harvard University*



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Behaviour



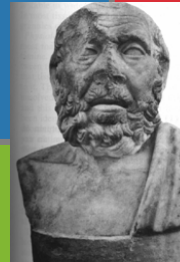
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The Four Humours

Melancholic
like orderly lives
prone to mood
changes

Choleric
appear as
natural leaders
seen as tough-
minded



observe from the
sidelines and tend
to comply to
others' demands
Phlegmatic

outgoing,
optimistic
fun-loving
Sanguine

Hippocrates 500 BC

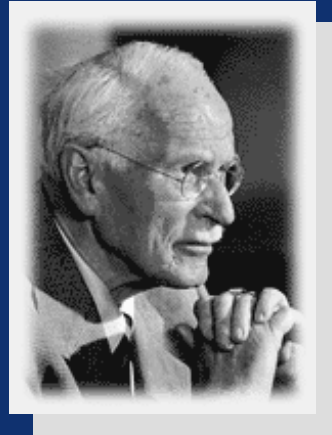


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Psychological Preferences

There are 3 pairs of preferences:



Carl Gustav Jung
1875-1961

Introversion – Extraversion

how we react to inner & outer experiences

Thinking – Feeling

how we make decisions

Sensation – Intuition

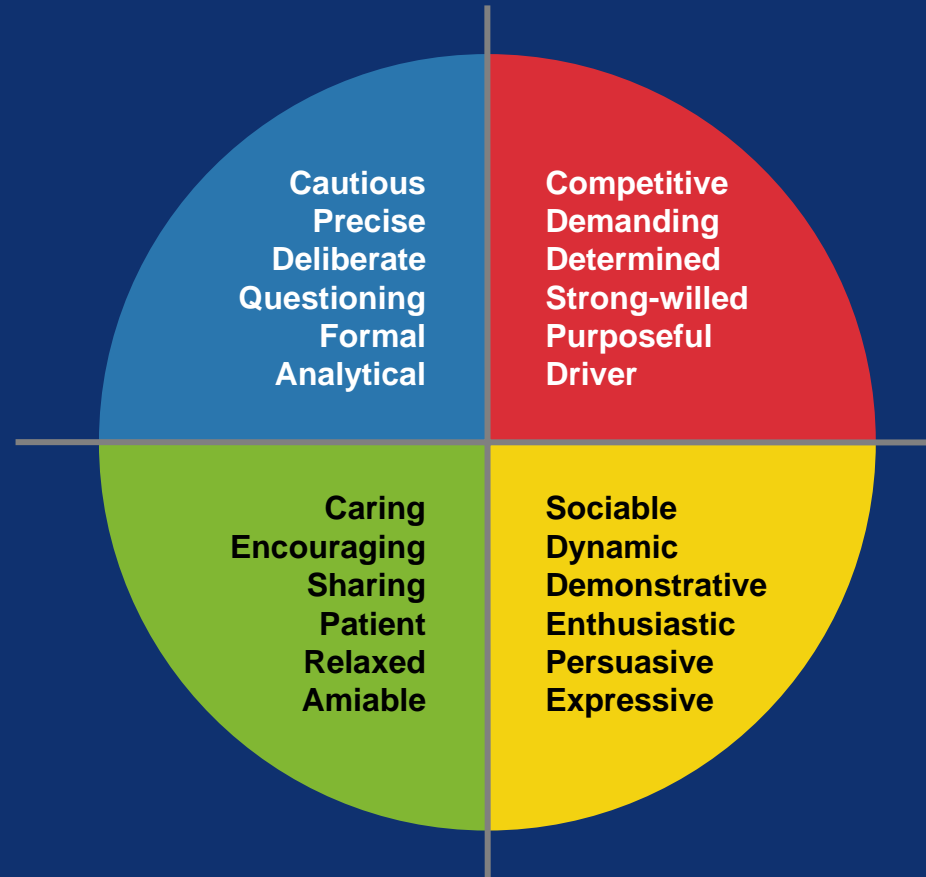
how we take in & process information



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The Insights - Colour Energies



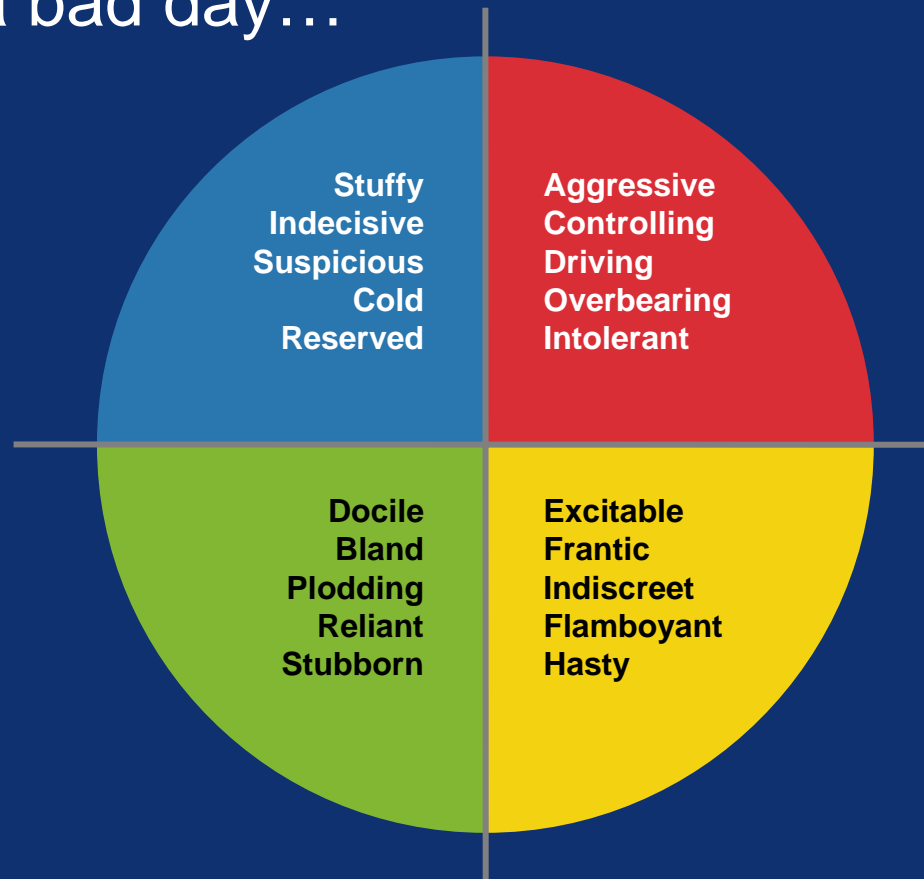


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The Insights 4 Colour Energies

On a bad day...





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Complementary Styles

Sunshine Yellow

Strengths

- Quick to build relationships
- Friendly and sociable
- Adaptable, imaginative
- Can see the big picture

Weaknesses

- May lack detail and focus
- Too casual for some
- Poor planner
- Can lose interest

Cool Blue

Weaknesses

- A bit reserved at first
- Overlook others' feelings
- May be rigid & unimaginative
- Can focus on unimportant details

Strengths

- Knowledgeable and detailed
- Has an air of competence
- Asks lots of questions
- Very thorough right to the end



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Complementary Styles

Earth Green

Strengths

Builds deep relationships
Natural listener
Sincere and warm
Patient

Weaknesses

Slow to adapt to change
Seem to lack enthusiasm
Unsure of themselves
Reliant on others

Fiery Red

Weaknesses

Can be seen as arrogant
Poor listener
Can be too cold and pushy
May not let others
finish speaking

Strengths

Love challenges
Want to get things done
Confident of their ability
Influence others



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Four Colour Energies: Key Learning Points

- We are a mixture of ALL four colour energies
- We will have a preference for one
- Each energy has both strengths and weaknesses
- No one colour energy is better or worse than another
- We tend to find our opposites incredibly difficult
- We must value the differences to build more effective relationships
- The colours DESCRIBE our behaviour – they don't DEFINE us



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Profiles

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Profile: Discovery 3.6

Discovery Insights®

Nick Fewings
27th June 2011

Personal Profile

- Foundation Chapter
- Management Chapter
- Effective Selling Chapter**
- Personal Achievement Chapter
- Interview Chapter**

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www.insights.com

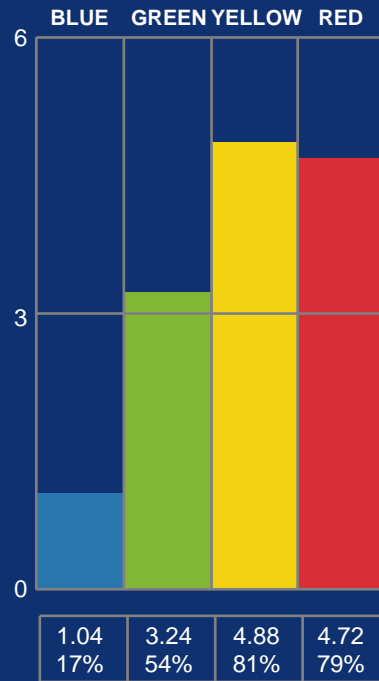


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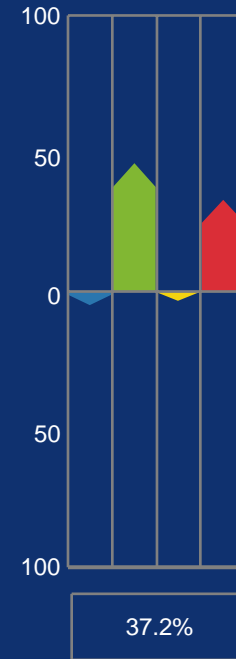
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Measuring our preferences

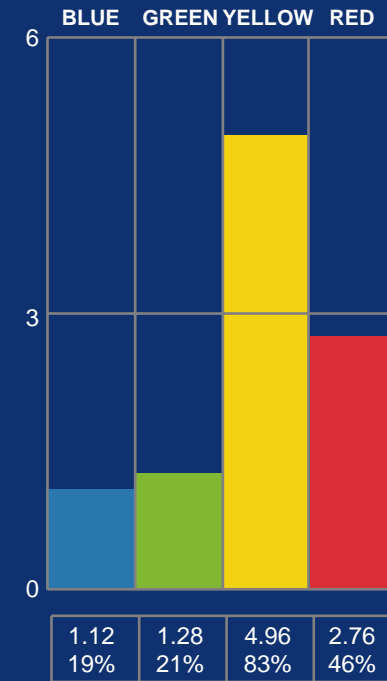
Persona
(Conscious)



Preference
Flow



Persona
(Less conscious)

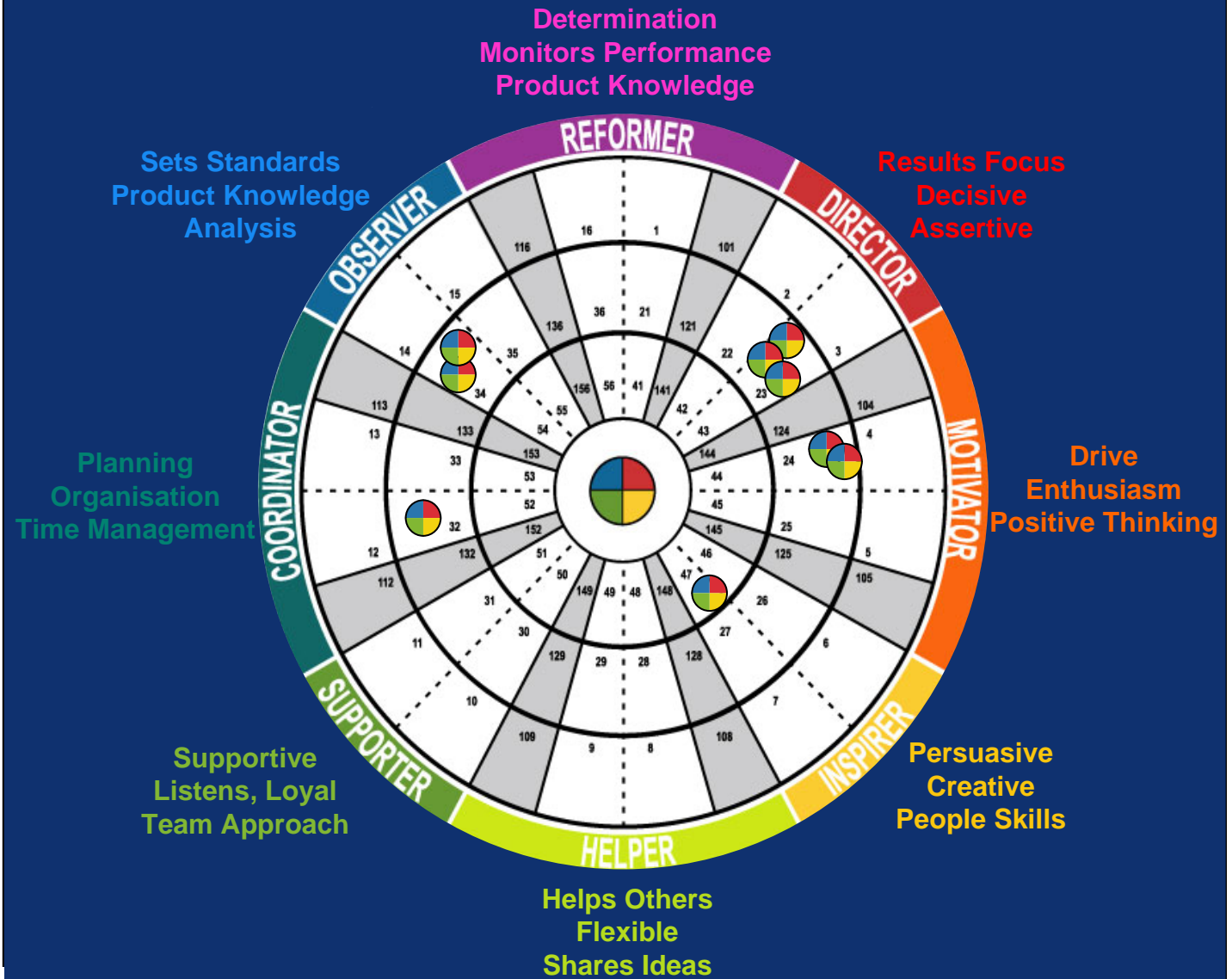




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Sample Project Team Wheel





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Remember your card order? 8-Type Colour Mix Descriptors

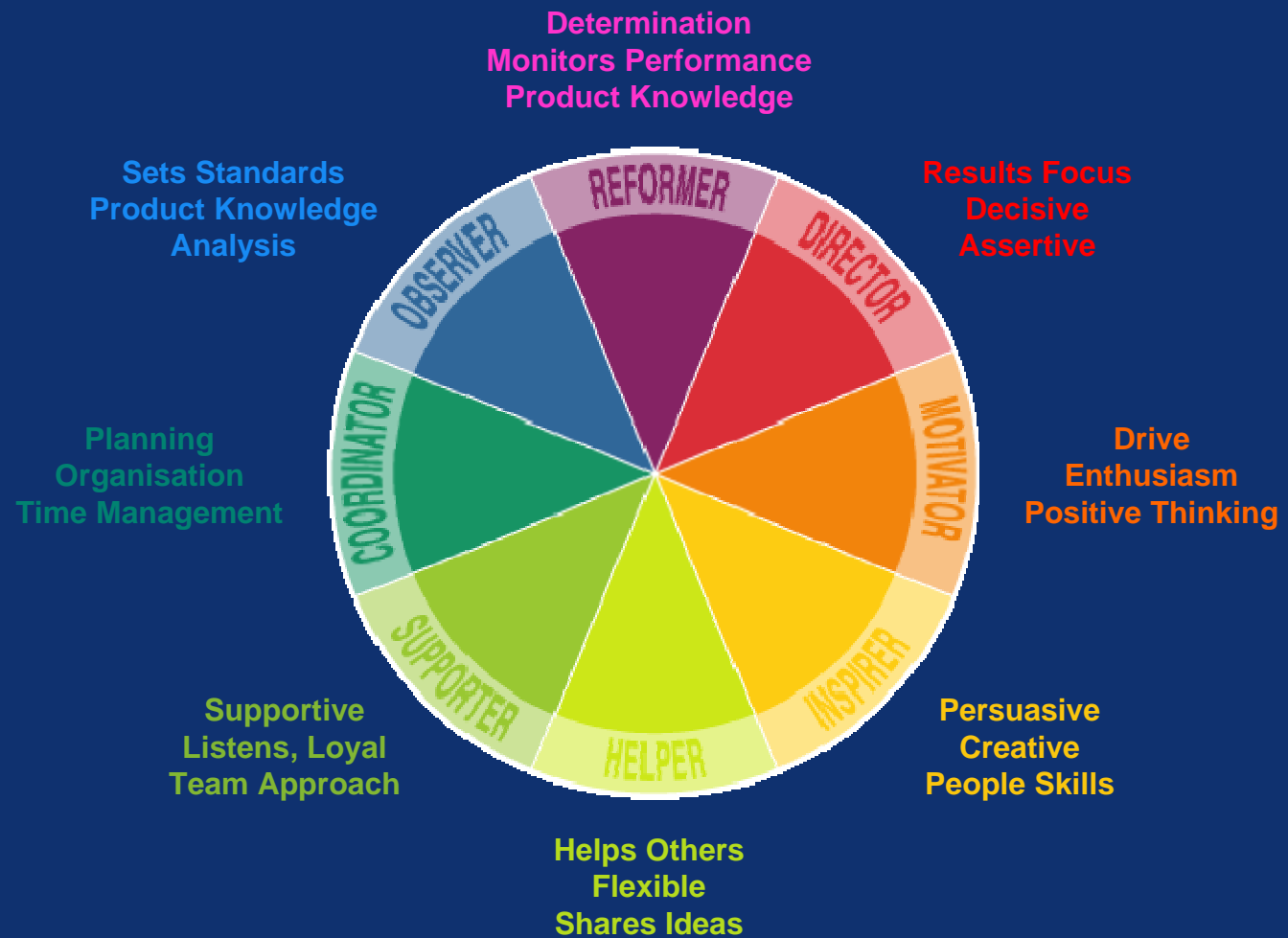
MOST	LEAST	TYPE
Yellow	Blue	Inspirer
Yellow	Red	Helper
Yellow	Green	Motivator
Red	Yellow	Reformer
Red	Blue	Motivator
Red	Green	Director
Blue	Yellow	Observer
Blue	Red	Coordinator
Blue	Green	Reformer
Green	Red	Supporter
Green	Yellow	Coordinator
Green	Blue	Helper



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Colourful Skills In Change





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eNgage!

Planning

Risk
assessment
Processes
Monitoring
Checking
Evaluation
Detail

Action

Defining Task
Clear Vision
Goal Setting
Timescales
Driving
Responsibilities

Impact:
- People
- Teams
Consultation
Inclusion
Bringing people
along

**People
Values**

Innovation
"How Can
We..?"
Motivation
Ideas
Optimism

Inspiration



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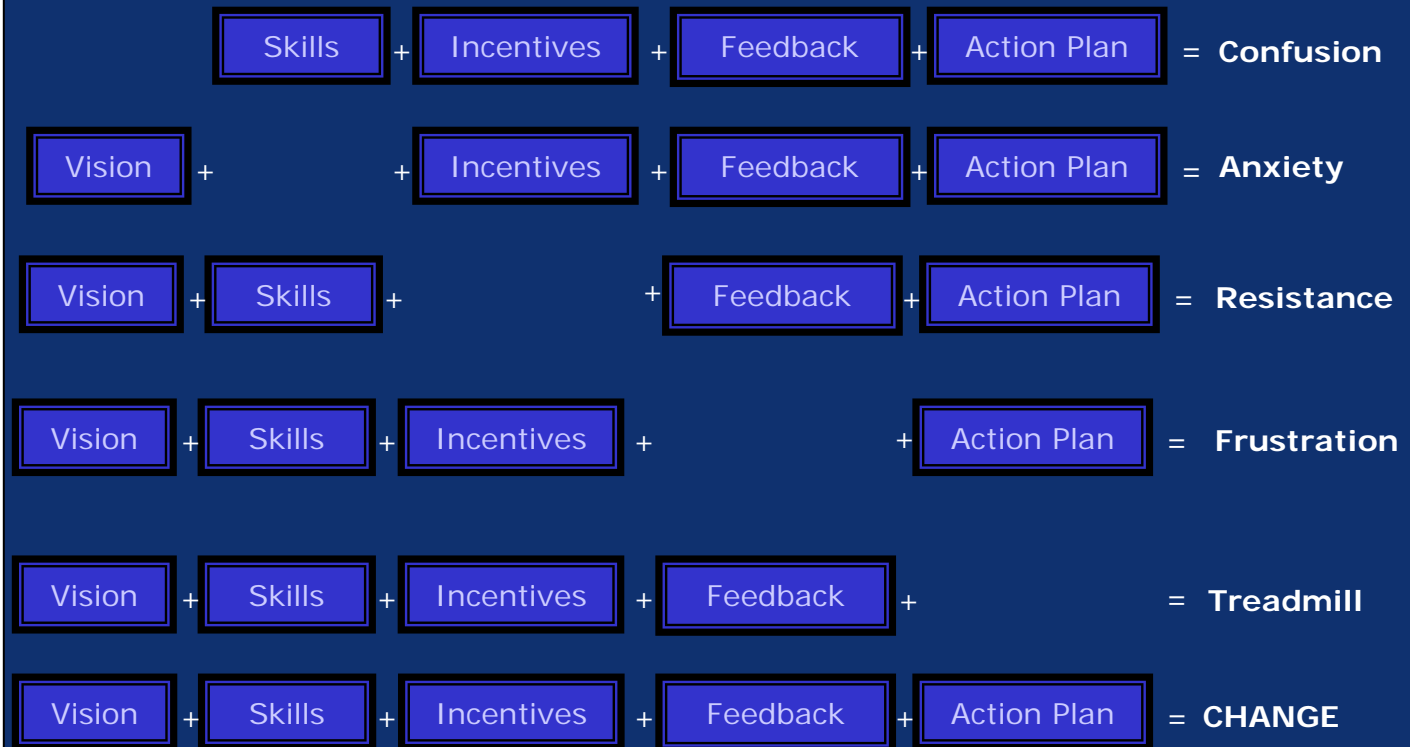
ENGAGING STAKEHOLDERS



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Leading Complex Change



Thousand (2000) adapted from
Knoster, T. (1991)

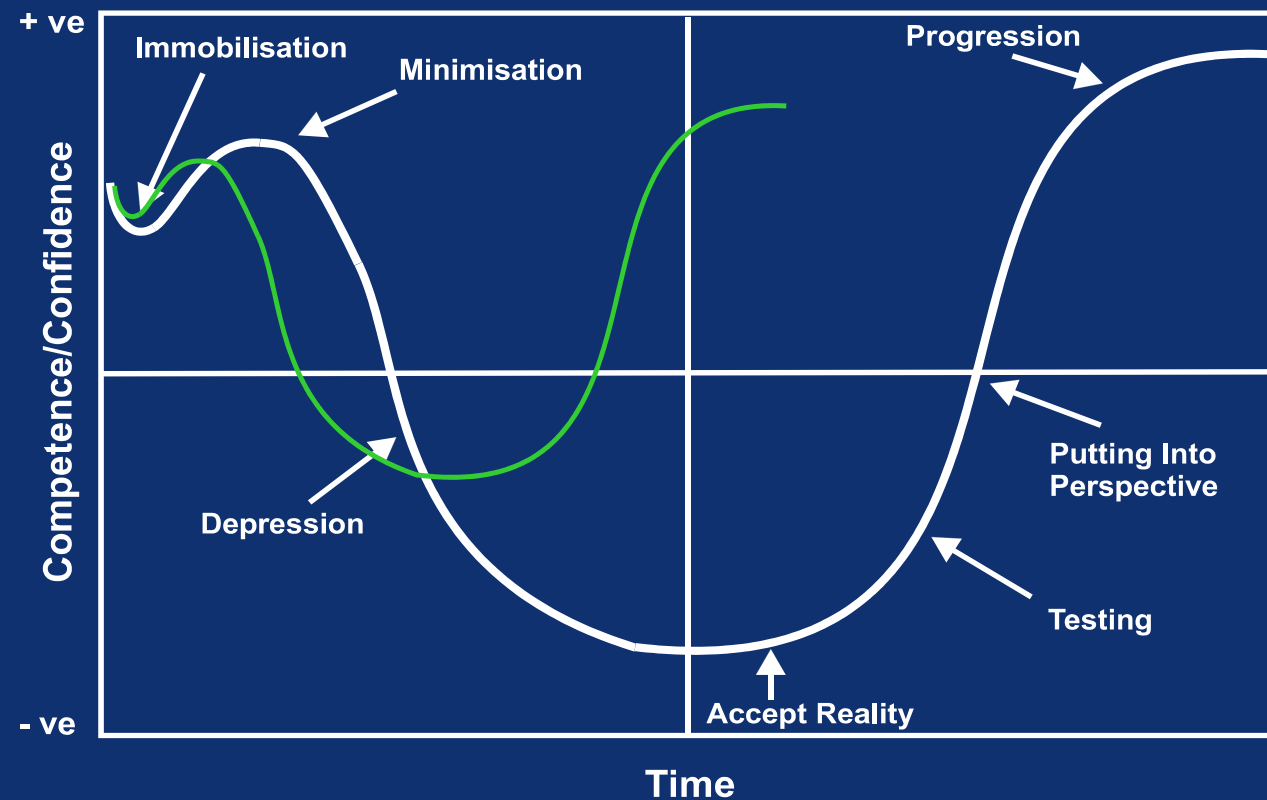


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Effective Change Management

The Transition Curve





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1. Vision - Clarify The Change





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2. Skills - Involve Staff





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3. Incentives – Manage Resistance





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4. Feedback - Communicate





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5. Action Plan - Track Progress





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The Golden Rule

Do Unto Others as
~~you~~ **THEY** would
be done unto



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