

## OVERVIEW

True Colours integrates the latest research in Logical and Emotional Intelligence and Strength Based Work Cultures to lift the performance of your teams by supporting individuals to become more adaptable to change, using True Colours and the Adaptive Mindset methodology.

### True Colours Training

Our programs are widely used in the USA, Europe, Australia and Asia, and are available in multiple languages placing us in a position to provide global leadership support. Areas of expertise include communications, team building and leadership development offered through a series of rapid learning sessions or 6 and 12 week challenges that link to CSR.

### International Clients

Clients include Fortune 500 companies, educational institutions, government agencies, and the military, and include: ABC Television, Queensland Health Department, Boyd Gaming, Disney, Ford Motor Company, Google, GE Insurance, Chubb Securities, McDonald's, CSC, and Universal Studios.

### The True Colours Group

Our highly skilled workforce is able to manage your end-to-end talent solution through recruitment, training and career development. In addition to leadership training, our recruitment service focuses on introducing candidates who blend with your workplace culture, heightening performance, energy and motivation. We also provide a coaching or training session to assimilate your new member into their work environment as part of the recruitment package.

### Recruitment Services

#### Benefits include:

- Ability to attract and retain the best staff
- High performing individuals
- Improved morale and strengthened teams
- Better employee-manager relationships
- Reduced absenteeism
- Decreased staff turnover



## CORE VALUES

These principles create our culture of innovation and excellence for:

### Our Clients, we

- Lift the performance of your people by providing powerful development tools
- Help identify the top leaders within your business for future promotion
- Achieve a highly engaged and loyal workforce
- Recruit the right candidates for your culture
- Give back to the community by linking training to CSR
- Assist your company in your CSR commitments
- Support Corporate Governance obligation through our Women in Leadership program

### Our People, we

- Employ people based on their strengths
- Value diversity in our people and their ideas
- Expect high levels of energy and motivation
- Promote an honest, caring and hardworking culture
- Encourage people to think big and take risks
- Celebrate individual and team success

### Our Business, we

- Continuously educate and research for new information in Human Resources
- Create services to meet the changing needs of our clients
- Seek strategic alliances with highly professional and successful business
- Focus 100% on the execution of our strategy
- Operate our business with consideration to the community and environment
- We value family and time
- Manage our systems believing every dollar is yours



## Engage Employees in Corporate Social Responsibility

True Colours team and leadership challenges (programs 3 and 4) support your CSR obligations by actively engaging your team and leaders in the design, execution and leadership in a fundraising or CSR campaign, taken from ISO26000 guidelines, all as part of the development process. Skills transferred through training and coaching are vigorously applied and weekly coaching sessions cover the exact areas that the team and leader needs to focus on, based on 360 degree feedback from team members.

Challenges work through **four areas of professional growth**:

1. Self responsibility
2. Social responsibility
3. Organisational responsibility
4. Community responsibility

## Support Papers

On completion of your chosen challenge, two papers are provided to support your commitment to CSR and Women in Leadership.

1. Corporate Social Responsibility Paper  
Confirms your commitment and actions to CSR.
2. Women in Leadership Paper  
Confirms your commitment and actions to developing women as leaders.

**In the following pages, we highlight our point of difference within each of the programs.**



## 1. True Colours personal development.

True Colours improves interactions between your employees, your team and your customers. On completion of the workshop we guarantee that each participant will have a crystal understanding of what make them self and others tick, in the process they will build a high level of appreciation of people's differences and value rather than work against diversity.

From an individual perspective they will gain a deeper awareness of their strengths and challenges. From a colleague and client perspective, they will fine tune the way they communicate to ensure maximum connection therefore dramatically improve relationships by appealing to other people's values and needs.

### Features

### Benefits

#### Multi level identification process

- Appeals to all learning styles – visual, auditory and kinesthetic
- Appeals to all generations by embracing various training methodologies

#### Heightened levels of self awareness

- Process that clearly identifies your values, needs, stressors and frustrations
- Understand what motivates and inspires you to perform
- Identification the barriers that hold you back

#### Heightened levels of social awareness

- Identify the internal values and needs of your colleagues and clients
- Ability to fine tune the way you communicate and present ideas to appeal to all types of people
- Motivate others to shine

#### Appreciation for diversity

- Gain a deep appreciation for the talents of others
- Leverage the skills sets of team members to improve individual and team performance
- Reduce stress by seeing the way people communicate and interact in a new light

#### Multiple applications

- True Colours can aid: Teamwork, leadership, sales, customer service, reduce stress, misunderstanding and conflict, influence the values and culture of your business and can link advanced application to social responsibility.

#### Hands on practical application

- Participants acquire hands on experience, in a safe environment
- Personal development gaps are identified for future development opportunities



## 2. The Science of an Adaptive Mindset

### “Strengthening individual’s abilities to continuously improve and adapt to change”

1. We provide a platform for individuals to understand their logical and emotional intelligence
2. From this understanding, we offer tools to develop constructive personal capabilities, which are aligned to people’s core character attributes.
3. Our training improves an individual’s ability to better adapt to change by reducing our natural resistance when confronted with change.

This results in a dramatic increase in workplace performance through a new common base of personal knowledge and workplace trust.

Why are some companies better able to gain a leadership position, while others struggle adapting to change? Companies like Google, News Corp, McDonalds, Coca Cola and Apple are able to consistently maintain or gain their leadership position, by developing a culture that is better able to respond to the changing demands of their customers, while fending off their competitors in the process.

Was it just circumstance or planning which has seen Apple’s share price go from \$7.00 to over \$250.00 a share in less than ten years, while competitors remained fixed in trying to dictate what their customer’s should buy? We know it wasn’t luck, but an understanding that to earn a leadership position, you must constantly seek to improve the quality of your thinking, service and products in order to meet the ever changing demands customers dictates.

At True Colours we call this ‘An Adaptive Mindset’.

Many companies have Mission Statements, Values and Goals which set the Direction, Quality and Standards for performance. Many companies have invested in training and profiling tools to help better understand Character Attributes of employees, but lacked the learning platform to support and leverage this information which would allow individuals to improve and develop their Adaptive Mindset. We provide this missing Learning Platform.

#### Feature

**A learning platform to understand and link logical and emotional intelligence**

**Provides a gateway to move people beyond their comfort zone**

#### Benefits

- Provide greater choice of action
- Utilise the right mind resource to reach the best possible result in any given situation
- Maintain greater control and certainty over behaviours
- Reduce resistance to change
- Uncover greater personal capabilities
- Break restricting and destructive habits



**Heightening our levels of social awareness**

- Reduce defensive and protective behaviour
- Improve workplace dynamics and team performance
- Reduce toxic work environments
- Promote leadership qualities from within
- Promote a self regulated workforce

**Ability to meet the challenging demands of the customer and the organisation**

- Shift people from a defensive to progressive mindset
- Develop an adaptive framework where individuals seek solutions to workplace challenges
- Provide your organization greater choice and flexibility to adapt to change

**Leveraging existing investment in current profiling and learning tools**

- Allow people to accept and action new ideas when presented in a learning and development environment
- Utilise profiling information and link this to the importance of developing an adaptive mindset
- Develop TRUST within the organisation's culture



### 3. True Colours Gold Team Building Challenge

The Gold Challenge is a 6 week team building program that provides teams with the necessary skills to increase team productivity, cohesion, motivation and employee retention. Focus areas includes: team standards agreement, effective role distribution, delegation, managing creativity, controversy and conflict, individual and team motivation, ambiguity and change, norms of behaviour, unwritten rules and strength based work application.

The team challenge 'to design a unique fund raising campaign for the Oncology Children's Foundation, Ronald McDonald House or your chosen charity of choice. The challenge involves applying creativity, innovation, strategic planning, teamwork, dedication and effective use of role distribution and communication skills. This challenge with bring inter departments closer together.

#### Features

#### Benefits

##### Training linked to fundraising

- Provide participants a sense of wellbeing by giving back to the community
- On completion a detailed report is presented outlining your participation in CSR. This can be used in your annual report

##### 30% Theory and 70% application

- Team members acquire hands on experience, in a safe environment
- Team gaps are identified and closed to ensure high levels of team performance
- Results in inter departments and individuals working closer together

##### 360 Degree Peer Analysis

- Identifies specific areas where additional coaching is required based on live data received from team members
- Coaching is targeted to identify gaps essential to master for excellence in teamwork
- Promotes a transparent, open relationship between the team members and groups

##### Application linked to workplace challenges

- Coaching lessons are linked back to real workplace challenges
- Debrief session links key learning experiences to current business challenges
- Coaching ensures teams consistently improve on a weekly basis



## **Community engagement**

- Engages employees in social responsibility, promoting a real sense of accomplishment
- Company actively participates in CSR rather than simply writing a cheque
- Action and fun provides maximum retention of team building skills
- Leverage off media opportunities to and internal magazines, showing your support for CSR



## 4. True Colours Platinum Leadership Challenge

The Platinum Challenge is a 12 week exclusive leadership program that measures the results of selected leaders allowing you to identify your top talent. Skills transferred through training and coaching are vigorously applied when the leaders work with their team to develop and implement a program linked to Corporate Social Responsibility. Using the ISO26000 standard, leaders apply the seven key principles of effective leadership:

### 1. Step out of your Comfort Zone

Identify mental barriers that hold you back

Apply possibility thinking that drives progressive action

### 2. Tune into your Strengths

Tap into your natural talents and with diversity to maximise results

Leverage high levels of energy and motivation to achieve above and beyond

### 3. Embrace your Unique Leadership Style

Connect with the values, drivers and skills sets of others

Maintain flexibility when communicating, delegating and supporting others

### 4. Stimulate a Shared Vision

Imagine an exciting and opportunistic future

Enlist others by connecting with their values and needs

Utilise a standards agreement to maintain clarity and focus

### 5. Think Outside of the box

Challenge the status quo for continuous improvement

Encourage risk taking to change and grow

### 6. Empowerment

Develop and support others

Delegate tasks using Strength Based Work Practices

### 7. Create an environment of value and respect

Appreciate others for their contribution

Reward and celebrate milestones along the way



## Features

### **Training linked to Corporate Social Responsibility**

## Benefits

- Provides participants a sense of wellbeing by giving back to the community
- On completion a detailed report is presented outlining your participation in CSR. This can be used in your annual report

### **Identify your top talent**

- Identify your top leaders for future promotion
- On completion a detailed report is presented, outlining your organisation's support of women in leadership
- The program assists your organisation to deliver its corporate governance obligations in developing women leaders

### **360 Degree Peer Analysis**

- Identifies specific areas where additional leadership coaching is required based on live data received from team members
- Coaching is targeted to identify leadership gaps essential to master for excellence in leadership
- Promotes a transparent, open relationship between the leader and their team

### **Trade Rounds**

leaders are required to 'trade' team members

- Leaders and teams learn to embrace ambiguity and change
- Leaders practice making difficult decisions
- Leaders apply communication and people skills to ensure smooth handover

### **Filtering Process**

identify your top talent

- Identifies your top talent for future promotion
- Ensures good leaders are identified through silos, national and/or global locations

### **Internal Advocates**

**Certified** internal advocate/trainers are certified in team and communication training

- On completion of the challenge, leaders require ongoing support that can be provided by your internal advocate, ensuring the change process continues
- Advocates are certified to continue training employees in team building and communication skills, providing a long term investment

### **Hands on practical application**

- Leaders acquire hands on experience, in a safe environment
- Leadership gaps are identified and closed to ensure high levels of leadership performance
- Results in leaders and participants working closer together



## Corporate clients include:

- Google
- Insights (Software Spectrum)
- Cisco Systems
- Chubb Security
- Computer Science Corporate (CSC)
- Ford Motor Company
- General Electric
- McDonalds
- Microsoft
- Motorola
- Pfizer
- Shell Chemicals
- Westpac Banking Corporation

### Government and Health Care client list includes:

- Greater Western Area Health Service
- Royal North Shore Hospital
- Orange Hospital
- Queensland Health Department
- Queensland Police Force
- NSW Office of State

### Corporate & Government

“True Colours has opened the door to a deeper understanding and awareness of what makes others tick including their: values, needs, skills and stressors. The programs increase leadership and management effectiveness, team dynamics, communications and reduced conflict and stress.” **AD, Queensland Health.**

“The cost of labour is the second highest expense for most business. When we invest in employee engagement it is money well spent. Using True Colours provides immediate improvement in workplace communications, teamwork and employee engagement”. **MP, HR Director Asia Pacific, Insight.**

‘True Colours provides a framework for teams to better understand their own drivers’ and those of their colleagues. We have seen a noticeable improvement in the team’s ability to communicate and work more effectively with each other. A great team-building tool which will prove invaluable in ensuring we work to our core values.’ **AM, Westpac Institutional Bank**

“The True Colours philosophy provides a straightforward approach to understanding yourself and others. This has a big effect in improving communications and reducing conflict in an often stressful environment” **MH, NSW Health.**

“A tool that builds tolerance towards diversity, it has a massive impact on communications and dynamics. We found that by implementing this philosophy conflict and stress has dramatically reduced” **MS, NSW Health.**



**GENERAL:**

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## True Colours Group

43 Victoria Street  
McMahon Point  
NSW 2060

P O Box 290  
North Sydney  
NSW 2063

Ph: 1300 73 11 19  
Fx: (02) 9949 9443  
[www.truecoloursgroup.com](http://www.truecoloursgroup.com)

**Tanya Harris**  
Director of Training Services APAC  
0410 185 005  
[tanya@truecoloursgroup.com](mailto:tanya@truecoloursgroup.com)

