

True Colours

True Colours offers a range of communication, team building and leadership workshops that provides a higher return on your investment by using:

1. The True Colours process that considers the mapping of the brain with image and non image data processing and analysis to change behaviours.
2. A development process that involves 30% theory and 70% application, with optional 360 degree feedback and coaching support to improve the specific behaviours required for business growth.

Users

True Colours clients include Fortune 500 companies, large public school districts, higher educational institutions, government agencies, and the military, and include: ABC Television, Boyd Gaming, CommInsure (CBA), Computer Science Corporation (CSC), Daimler Chrysler, Ford Motor Company, GE Insurance, Google, Greater Western Area Health Service, McDonald's, Marriott Hotel Group, Queensland Health Department, Queensland Tactical Response Team and Tower Insurance.

These clients have used the True Colours process and have improved team performance and enhanced management skills.

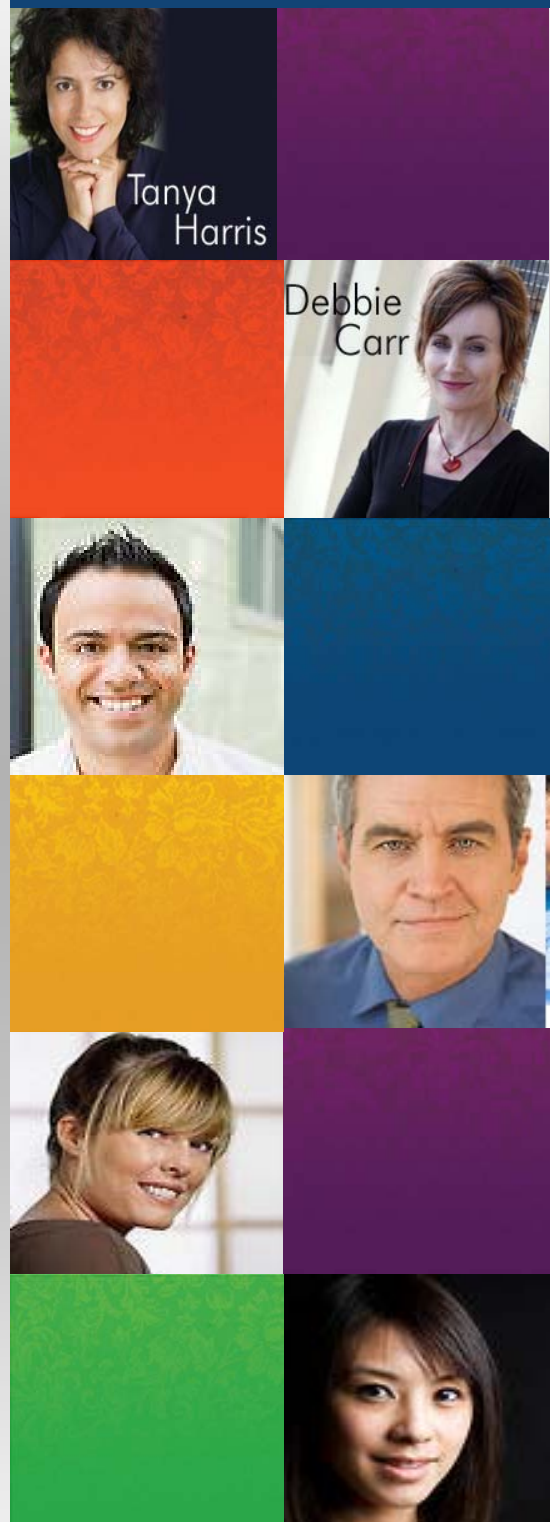
Here is what other's have to say...

"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 leadership, teamwork and employee engagement." **HR Director Insight (Software Spectrum)**

"A great system for helping people understand each others natural talents, it builds a tolerance towards diversity and this has a massive impact on communications and dynamics. We found that by implementing this philosophy conflict and stress has dramatically reduced." **Learning and Development, NSW Health.**

"What a wonderful contribution to relationships... from self-discovery to getting along with others. Showing our True Colours provides refreshing insights and practical suggestions for enhancing communication, reducing conflict and understanding why people behave as they do." **John Gray, Author Men are from Mars, Women**

The Team



Tanya Harris

Debbie Carr

GOLD Challenge (Team building)

The GOLD challenge provides your workforce with a straight forward methodology incorporating 360 degree feedback and coaching to lift the team's performance.

Similar to the TV Show 'The Apprentice' teams compete against each other to raise money for charity using the attributes of success team performance including:

- Creative thinking and innovation
- Strategic planning, vision and goals
- Support and decision making
- Task distribution based on strength based work philosophy
- Task completion, team maintenance and monitoring results

In the lead-up to the fundraising event(s), every team member completes an online questionnaire which measures your team's success factors. Your True Colours facilitator assist's your team members to understand their collective strengths as well as how to improve on their weak areas.

Weekly ongoing coaching sessions are held with your team and/or team leader to lift the teams performance, team improvements are recorded in the weekly online survey providing a measurable return on investment.

The GOLD challenge is practical, hands on and is designed to cause minimum disruption to the workplace. All skills can be directly transferred to the work environment.

The six week challenge strengthens your investment and community involvement demonstrating corporate social responsibility: a great concept to promote to your own clients. Ideal for office staff and sales teams.

In summary:

- Your team(s) will learn valuable skills to support the growth of your business
- Included in the package:
 - Team workshops
 - Questionnaires
 - Weekly online meetings
 - Success monitoring
 - Coaching sessions
 - Workbooks,
 - Debrief sessions
 - Action plans
 - Mentoring support



"This comprehensive program not only allows members to practice and apply skills, it also builds team commitment through a challenging, fun and highly rewarding activity".
Tanya Harris True Colours Director of Training

Supporting Corporate Social Responsibility

PLATINUM Challenge (Leadership)

True Colours PLATINUM Challenge provides your people with powerful leadership skills and develops leaders over a six to twelve week period. Development is based on live 360 degree feedback from their team members. The PLATINUM Challenge supports your leaders to:

- Embrace their authentic leadership style and lead by example
- Build a shared vision and united team
- Encourage and motivate people to act
- Challenge the process and step out of their comfort zone
- Leverage strength based work cultures

In addition the PLATINUM Challenge brings your company closer to the community by linking application to fundraising and your Corporate Social Responsibility (CSR) projects.



Phase One - Fundraising (six weeks)

Participants take part in a 'Apprentice Style' challenge that guides their team to complete a successful fundraising campaign. Over the course of six weeks, leadership tasks and challenges are set and results are measured by their True Colours Coach and their team members, using 360 degree online surveys. The survey response forms the basis of the weekly coaching session specifically designed to raise the skills and ability to lead.

Phase Two – Engaging Staff in Corporate Social Responsibility (six weeks)

On completion of the first challenge, key learning skills are transferred to actual workplace scenarios. Your leaders are set the task of considering the impact that your product, service and operations has in the areas of communal, environmental and economical impact. The task is to lead the team towards a successful outcome that has an impact within these areas.

You will be provided with an accurate measurement of leadership performance based on merit rather than gender or age. This report can be used for leadership promotion and to support your CSR policy including developing Women in Management and Women on Boards as required by the Equal Opportunities Board and Government legislation.

Consideration of time

- Leaders attend a two day Leadership program, with an optional three elective sessions, providing flexibility around your time
- Internal Trainer attends a one day certification session to support the team members of each leader (optional)
- Weekly tasks are designed to have minimum impact on peoples time
- Coaching is based on actual experience and 360 degree feedback, fast tracking individuals development plans

Women in Leadership

DIAMOND Challenge

The role of leadership is a personal role that requires the artful blending of vision, motivation, strategy and management skills, to create a culture that encourages individual thinking and goal attainment.

An inspirational leader must be able to communicate and empower people to act as well as be looked upon as a role model. Although communication styles between gender does not really differ, women face special challenges in reaching leadership position, as such the True Colours DIAMOND Challenge takes into consideration the different aspects of leadership development specifically designed for women.

The DIAMOND Challenge provides experience in the key elements of leadership, including:

- Self awareness, confidence and belief
- Tapping into authentic leadership styles
- Encouraging and empowering others to take action
- Stepping out of our comfort zone and leading by example
- Building a vision, uniting a team

The Methodology

Over an eight week period, the DIAMOND Challenge includes all the development elements required to become a highly successful leader, including:

- Small group workshops (Maximum eight women in each group)
- Practical application
- Recording and monitoring of events
- Monitoring strengths
- 360 degree feedback
- Weekly individual coaching sessions
- Short and long term action plans
- Mentoring programs
- Ongoing networking events

Advanced Applications

Applications are ran by the finest industry experts, organised through True Colours.

- Social media
- Corporate Governance
- Financial Planning

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