



# INSIGHTS DISCOVERY

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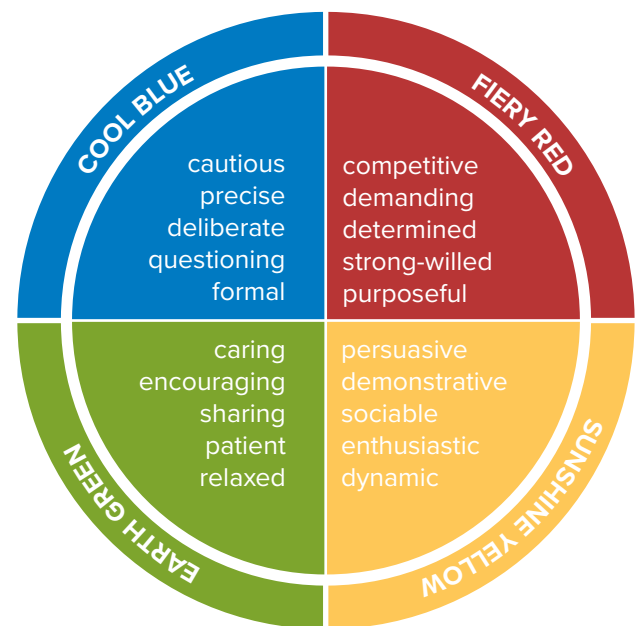
We help people to perform at their highest level by improving their understanding of themselves. People can then easily adapt and connect with others, which leads to workplaces where innovation, creativity and productivity thrive.

## Learning that sticks

Insights Discovery uses a language of colour that is simple to understand and remember. That means people can continue to use the Insights Discovery terminology on a daily basis, which is vital when conflicts arise, team dynamics change or there is a change in leadership.

## How it works

Insights Discovery is a simple and accessible four colour model that helps us to understand ourselves and others. Every person has all four colour energies within them; it is the combination of these energies which creates each unique personality. Our colour energies refer to a set of characteristics that tend to be our most preferred or most natural way to be:



For more information or to apply contact us:

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## Fiery Red

Usually strong minded and focused on results, Fiery Red energy shows up as a strong determination that influences a person's interactions with others.



## Sunshine Yellow

Radiating enthusiasm and encouraging participation, people with a lot of Sunshine Yellow energy tend to relish the company of others and desire to be involved.



## Earth Green

Individuals with a high amount of Earth Green energy view the world through what they value and what is important to them, often seeking harmony and meaningful relationships.



## Cool Blue

With a desire to know and understand the world around them, often those with a Cool Blue preference like information to be accurate and complete before making a decision.

When an organisation helps its people reveal their individual combination of colour energies, they are better equipped to stay motivated and engaged, whether working individually, in a team or as a leader.

Once our online evaluator is completed, each person receives an Insights Discovery Personal Profile. An extremely powerful tool, it can be used to resolve conflict, improve communication and help teams see the value of each other's contribution at work. Insights Discovery can be used in a workshop setting or in one-to-one coaching.

## Solving real business problems

When you start your journey with Insights Discovery, you're investing in your people and giving them the tools to be able to work better together, forever.

Insights also offers other models, based on Insights Discovery, that are designed to further help teams, leaders and sales people. Our models can be combined to create a solution for your team or organisation that helps solve a vast range of business problems, including managing change, creating a diverse and inclusive culture, and building successful customer service and sales teams. And these are just a few examples. Really, the possibilities are endless.



## Get in touch

To find out how we can help you, your team, your leaders and your organisation be even more effective, contact us at

0333 577 2557

[info@umbrellatraining.co.uk](mailto:info@umbrellatraining.co.uk)



## JO MEREDITH

FREELANCE HR AND L&D EXPERT

### My Summary

Passionate about people and their potential!

### My Skills

- People Development
- Leadership Development
- Insight Discovery
- Service Delivery
- Project Management
- Performance Management
- Employee Relations
- Change Management
- Conflict Resolution

### My Awards

Skills People HR and Training  
Manager of the Year – 2010

Finalist in the Hotel Cateys  
HR Manager of the Year  
Category – 2011

Institute of Hospitality ‘Highly  
Commended HR Team of the  
Year’ – 2017

Institute of Hospitality ‘Highly  
Commended Best Student  
Placement Programme – 2018

### My Experience

My career within the hospitality industry began in 1993 with Compass Services as Chef Manager. I was soon promoted to work in Cataforce, the Compass internal staff agency as a Recruitment Officer.

I moved into the world of Human Resources in 1998, at Le Meridien London Gatwick, becoming an associate member of the CIPD after successfully completing a Postgraduate Diploma in Personnel Management.

I worked at The Ritz London for 14 years; in the roles of Human Resources Manager, Training & Development Manager, Head of Human Resources and Director of Human Resources. I led the HR, Recruitment and Training team of 6 people, to ensure a strategic and proactive HR support service for this world-famous hotel.

I am now using all of the skills and knowledge I have gained working as a Freelance HR and L&D expert providing support and advice in HR related projects. and leadership development for a variety of organisations.

### Facilitation Experience

- Insights Discovery
- A variety of bespoke leadership sessions
- Team Management
- Communication Skills
- Mental Health Awareness
- Effective Interviews
- Annual Reviews, Effective Feedback & Coaching
- Time Management
- Train the Trainer
- Presentation Skills
- How to be an effective Mentor/Mentee