

# Insights Learning & Development Ltd.

## Insights Oracle

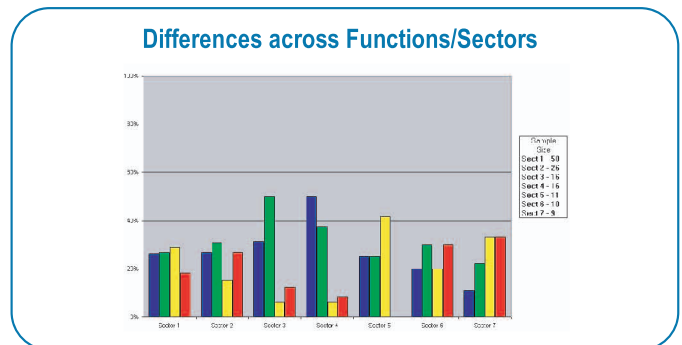
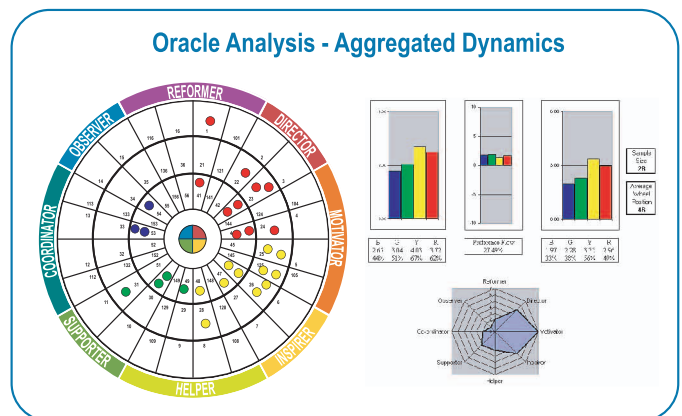


- ❑ I want to understand my company culture.
- ❑ I want to know how we can achieve our strategic goals more quickly.
- ❑ I want to understand where we are now against where we are going and see our strengths as well as our weaknesses.

Insights® Oracle enables you to measure the combined personality of any group, department or organization and to assess this in light of the specific goals in each of those areas.

This comparison can help you to quickly identify strengths and potential weaknesses of the current dynamic and identify any action required to realign activity with objectives.

While Insights Oracle explores the human dynamic, our Navigator instrument can measure performance against key capabilities as defined by you. Comparing both pieces of data, and setting these against corporate objectives, can provide a complete picture of the strengths, weaknesses, opportunities and threats facing the development of your workforce.



### PRODUCT SUMMARY

- ❑ Analyzes the combined data from all Discovery Profiles completed by a group, team or organization
- ❑ Client selects the breadth and depth of analysis
- ❑ Insights can provide consultancy around the organizational implications of the data and advise next steps
- ❑ Benchmarks against norm and industry averages can be provided
- ❑ Provides invaluable information for directing activity in key areas such as recruitment and selection programs, leadership development and internal and external communication strategies
- ❑ Is an impactful way of understanding a complete picture very quickly
- ❑ Achievement of action plans can be assessed by repeating the exercise over time and tracking progress

### What Our Clients Say About Insights Oracle

*"We were delighted with the depth and accuracy of the analysis results. We could see how our recent merger had influenced company culture, and how that, in turn, influences how we interact with our stakeholders. The detailed breakdowns by geography and function in the report were particularly useful. Our knowledge of the style of the leaders in our organization influences our future training programs."*

Guido Spichty, Novartis International AG