



The Self-Aware Leader – Insights Discovery

Leaders are influencers. They're drivers. They have the power to shape an engaged, purposeful workforce, built on collaboration and the spirit of innovation. But the best leaders are those who lead from a strong sense of self.

What is The Self-Aware Leader?

The Self-Aware Leader is Insights' solution to develop great leaders at all levels of an organisation. Leadership – more than any other skill – is about personal qualities: your empathy, your conviction, your dependability or your charisma. People respond to different leadership styles, but everyone who describes a great leader will tell you about **who** they were not **what** they knew.

That's why The Self-Aware Leader looks inward, encouraging leaders to evaluate how their unique leadership style shows up, how they can rely on their natural attributes to inspire others, and what influence they have on the teams and people they lead.

Grounded in self-awareness, this experience will give leaders a real and close look at themselves, exposing their vulnerabilities and their potential. It's an eye-opening development opportunity that's as relevant for experienced leaders as for new leaders. Everyone will leave with a renewed determination to bring the best of themselves, and bring out the best in their teams.

Self-awareness is the strongest predictor of leadership success.

– Green Peak Partners; "What Predicts Executive Success?"
Research conducted by Cornell University's School of Industrial and Labour Relations.

What will leaders learn?

Building on the simple, industry-leading Insights Discovery model for understanding self and others, The Self-Aware Leader brings leaders together to reflect on, evaluate and discuss leadership approaches. With an emphasis on personal assessment and goal setting, the learning is deeply individual, while also providing stimulating group discussion. Together, leaders will:

- Learn the strengths and challenges of their unique leadership style
- Become more aware of blind spots and biases
- Understand their purpose and core values, and how to bring these to life for those they lead
- Recognise and appreciate the impact they may have on others

Leaders will also receive a leadership-specific personal profile that tells them more about their approach and challenges across eight crucial leadership dimensions. To become truly great leaders, they will need versatility across all eight dimensions, which is why The Self-Aware Leader offers modular elements, to let leaders explore those areas that need more focus.

What is the benefit of Self-Aware Leaders?

It's not just your leaders who will benefit from this development. Having self-aware leaders in your organisation can lead to significant business benefits, including:

Inspired and engaged employees

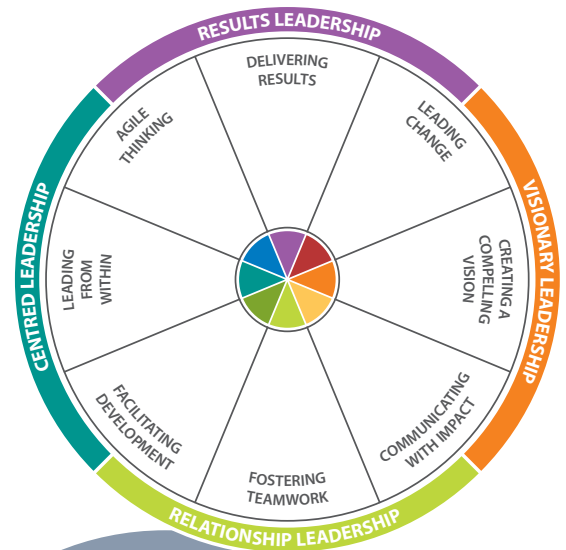
Self-aware leaders use their awareness of emotions and how they impact others, as a method to inspire, motivate and challenge followers.

Greater performance potential

Self-aware leaders are more trusted, and can give a clearer direction and purpose to their teams, raising their levels of performance.

A more inclusive, respectful climate

Self-aware leaders are more aware of underlying assumptions and can positively role-model an inclusive and respectful way of working.



Whether you are new to Insights Discovery, or you're looking for a next step for your leaders, contact us today to find out more about The Self-Aware Leader **contact us at** support@hrc.co.in

