


ONE-CREDIT COMMUNICATION WORKSHOP
FOR DU DIVISIONS, DEPARTMENTS AND TEAMS

DU Insights Discovery® + Insights for Teams Workshop





Enhance Your Team's Self-Awareness, Communication, and Collaboration

Communication is Key for Thriving Teams

Communication is a crucial business skill, yet it can be difficult to master. In this half-day workshop, you'll explore your Insights Discovery Profile and learn how to apply it to enhance personal leadership, team dynamics, and workplace communication. Discover your communication style, understand the styles of others, and understand how to collaborate effectively. Through personal reflection and peer activities, you'll gain practical skills and heighten self-awareness for improved professional relationships and increased performance.

What You'll Learn

You will delve into your Insights Profile, discuss Insights colors and their meanings, and complete peer activities. This will enable you to:

- Recognize and leverage difference as strength rather than weakness
- Hone your leadership style to connect with and motivate others
- Build trust and harness the strengths of your team
- Communicate with differing styles
- Develop self-awareness for how you show up in the workplace
- Manage your emotions through emotional intelligence
- Create a context for personal growth

What is Insights Discovery®?

The Insights Personality Assessment is a web-based evaluator, drawing from the psychology of Carl Jung, it generates a personalized Insights Personal Profile. This comprehensive report employs a simple four-color model to help individuals understand their unique communication style and strengths. During Insights Discovery participants receive their unique Insights Discovery Report, which includes the following:

- Personal Style Overview
- Strengths and Weaknesses
- Value to the Team
- Communication Style
- Possible Blind Spots
- Opposite Type
- Suggestions for Development
- How to Manage and Motivate
- Management Style

Sample Faculty



Amanda Cahal
Executive Education
Certified Insights Specialist

Amanda is an adjunct faculty member and the Director of Global Programs for the Executive and Professional MBA Programs.

She teaches in a variety of corporate programs, focusing on intercultural competence, global business, and emotional intelligence. Her work in Executive Education's corporate programs focuses on intercultural competence, global business and emotional intelligence with corporate clients including Newmont Mining, Anadarko, Crocs, Colorado Parks and Wildlife, and FullContact.

She is certified in the Insights Discovery System, the Intercultural Development Inventory and Thunderbird's Global Mindset. Amanda has her master's degree from the London School of Economics and Political Science and has also studied at Keble College, the University of Oxford.

PROGRAM LOGISTICS: WHAT TO EXPECT

This workshop occurs at the University of Denver on two dates, approximately one week apart:

- Session 1 9:00 a.m. - 4:30 p.m.
- Session 2 9:00 a.m. - 11:00 a.m. OR 1:00-3:00 p.m.

Executive Education works collaboratively with the participating department to finalize the workshop schedule and agenda, including the dates and times of each session.



Prior to the Workshop

The workshop faculty, department leaders, and a dedicated Executive Education Program Manager will meet for a 30-minute design session to better understand and align the team's dynamics and culture to the workshop's learning objectives.

Workshop participants complete the Insights Discovery Assessment prior to the workshop through the NovoEd learning management system. Participants will receive instructions on how to access the NovoEd learning portal and assessment at least two weeks before the class begins.

Session 1

On the first day of the workshop, participants will review emotional intelligence, will learn about communication preferences, will receive a debrief about their individual Insights Discovery reports, and will apply their learnings to improve team understanding and communication.

The workshop includes a break for lunch at 12:30 p.m. on the first day; however, the lunch meal is not included in the workshop price. DU departments may arrange their own lunch, or Executive Education can arrange lunch for an additional cost. Departments are also welcome to request that participants bring their own lunch.

Homework

Between the two class sessions, participants complete a short activity designed to encourage reflection and application. The assignment should take no more than one hour. Participants taking the workshop for credit will receive a grade on the assignment which will serve as the final grade in the workshop.

Session 2

On the second day, participants will focus on the application of Insights Discovery to their own professional development and team growth. Participants will leave class with a detailed development plan, a roadmap for how they will use Insights Discovery going forward in their role at DU.

After the Workshop

Executive Education will share feedback survey results with department leaders. Department leaders and team members are encouraged to “keep Insights alive” by utilizing strategies from the workshop and by building Insights Discovery into performance planning.

EXECUTIVE EDUCATION RESPONSIBILITIES

Executive Education is responsible for program design, including the scheduling and facilitation of a 30-minute design call with the participating department and the workshop faculty.

Executive Education is also responsible for the workshop delivery, including final scheduling, reserving classroom space, participant communication, learning management system creation and maintenance, workshop material preparation (individual reports and team wheels), faculty coordination and compensation, and program evaluation survey.

PARTICIPATING DEPARTMENT RESPONSIBILITIES

Participating departments are responsible for the selection of participants, and each participant is responsible for applying their own tuition waiver. If a waiver is not available, the participating department will be charged a \$170 per person fee to participate. There is a limit on the number of individuals who can participate at this rate (see page 3 for details).

The workshop requires a class size of at least 12 participants and a maximum of 48 participants. Departments with fewer than 12 are encouraged to join with other departments to meet the minimum participant number.

Following the program end, Executive Education will complete a journal transfer from the departmental account for non-tuition-waiver participant fees.

The participating department is responsible for ordering lunch, if applicable.

If the program is cancelled prior to the start, the participating department will be responsible for any portions of design and planning which has already been completed. This includes but is not limited to: faculty compensation, NovoEd user fees, assessments, and materials. Executive Education and the participating department will reschedule dates based upon mutual consent and faculty availability.



The Insights "language" is quickly becoming the norm in HRIC. This program truly is transformational for individuals, work teams, and departments."

**– Craig Miller,
Director, Talent Acquisition
& Development**



RATE SHEET

If a participant is not eligible for DU tuition waiver, or if they have maxed out their tuition waiver for the academic year, the participating department will incur a \$170 fee per non-tuition participant. There is a limit on the number of individuals who can participate at this rate.

Total Number of Participants	Maximum Number Incurring Non-Credit Fee (\$170/person)
12	1
13	2
14	3
15-19	4
20-24	5
25-29	6
30-39	7
40-48	8



Executive Education
UNIVERSITY OF DENVER

EXPERIENCE THE DANIELS DIFFERENCE: EXECUTIVE EDUCATION PROGRAMS @ DU

DU Executive Education, part of the nationally recognized Daniels College of Business, has spent over 60 years enhancing the skills of working professionals through innovative, impactful programs. With a legacy grounded in ethical leadership and diversity, our programs are crafted to meet the demands of today's dynamic business environment.

Each year, we partner with dozens of organizations and hundreds of clients, fostering growth through a practical, industry-oriented curriculum and faculty who bring both c-suite experience and academic excellence. Our commitment to actionable learning means you'll gain skills you can immediately apply, empowering you to drive measurable results and lead with purpose.

Through DU Executive Education, you'll expand your network within Denver's vibrant business hub and engage in immersive, hands-on workshops that turn classroom knowledge into real-world solutions. Join us to advance your career with the skills and support needed to excel.

Ready to advance your career with DU Executive Education?

Reach out to us with any questions:

executive.education@du.edu

<https://daniels.du.edu/executive-education/>