



Discover

Strategic insights into the invisible change-makers in your company. Map your talent and analyse the Character-driven data that powers your performance and profitability.

Using the wisdom of the crowd, we measure the ambition and capability in your people, defining your company's Character and charting the course to your best future.

**"I'm the most
creative person in
your company.**

**You just don't
know it yet."**



Unlock **insights** with your leaders to power your performance

Take your leadership team through a journey of discovery. In a world-first innovation, you can see your company through the lens of Character. See every individual, role, team, department and your company as a whole through the human traits that underpin all skills and outputs.

The Discover journey with Entelechy takes eight weeks and delivers a thorough assessment to fuel your strategy.

Week 1 - Core briefing

Your sponsor and programme lead will immerse your dedicated consultant into the universe of your company.

Week 2 - Leadership workshop

The leadership team meet for a three-hour exploration into the Character of the company and select vital future qualities.

Week 3 - 180 assessments

Clear comms reach your people to complete their 180s, discovering their Character and giving voice to the company's.

Week 5 - 360 assessments

Your people invite colleagues and loved ones to reflect on their Character, fuelling personal growth with feedback.

Week 7 - Leadership workshop

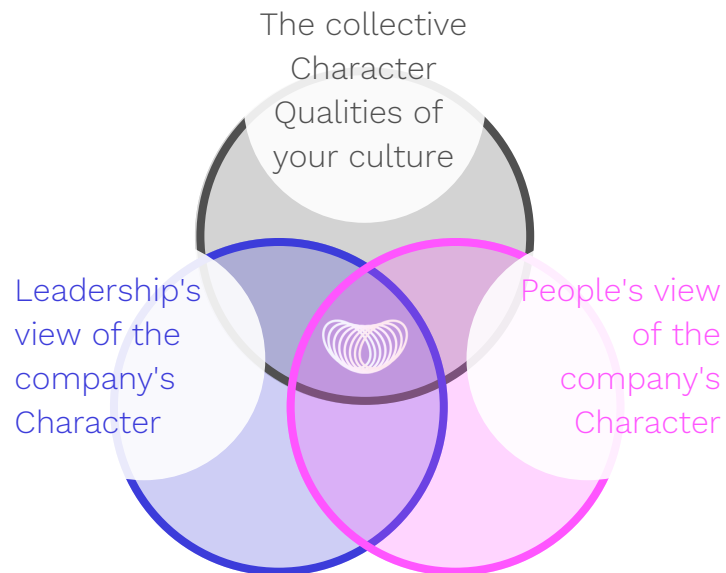
Three-hour reflection on the company-wide analysis, charting and closing the delta in ambition and Character.

Week 8 - Core debriefing

All company insight reports and individual Character Key reports are issued with the strategy for a Transform rollout.

Align your culture and your strategy through **Character**

Together, we will measure the shape of the company's Character as it stands today. We then crowd-source the ambition of what is needed for desired future performance and agree the optimal pathway to being a Company of Character.



Navigate to your Company of **Character** commitment

From this journey, one of three strategies is chosen to drive the return on investment from onward Character-based development.

Leadership defined qualities

We set the course of Character Quality development for your people, agreed by leaders, aligned to the strategy and business performance requirements.

People defined qualities

We align the business strategy to the ambition of your people and charge all with developing the Character Qualities chosen by the culture.

Blended defined qualities

Prioritising between leadership and your people, we balance business performance requirement with cultural ambition for a larger list of Character Qualities to be developed by all, in a transformation journey to being a Company of Character.

Acting on **insight**, not instinct, to advance your company

A myriad of resources and reports come from the journey, to bring the outcomes of Discover to each individual, the leadership team and the company as a whole.

For the leaders

- + Impactful workshops facilitate your leaders to define the course of the company's Character.
- + Rich reporting, articulated by your expert consultant, provides unprecedented insights across:
 - + **Talent mapping reports**
 - + **Inclusion and belonging report**
 - + **People performance reports**
 - + **Company of Character report**
- + A full roadmap for a Transform programme to empower Character-development for all.

For the people

- + Everyone gains a personalised report on their Character data to boost self-awareness and growth.
- + Everyone gains actionable, qualitative feedback from their 360 in a Character Key report.
- + Everyone gains a three month, individual subscription to the Entelechy app to take action to develop their Character.

Investing in your future as a Company of **Character**

The fully inclusive Discover solution is charged at £50 per person, with a minimum order of 200 and with an average journey taking 10 days of consulting time at a £750 day rate. All prices exclude VAT.



Let's get started

Scan our QR code to complete your company's Character audit and receive your personalised insight report.