

# Individual Develop Solution

## Assessment Summary



## Individual Develop Solution

### Are you finding that:

- > You want development connected to your day-to-day context?
- > The transition from team member to leading others and projects is often challenging?
- > Staying at your best and e.g. not being too hard on yourself is a challenge?
- > That your style works with some but not others?
- > Positively influencing and holding people to account is a tough balance?

### Winsborough can help focus development efforts and lift leadership effectiveness

Winsborough have more than 20 years' experience in the selection, assessment and development of individuals, team leaders, and executives in New Zealand and beyond.

Winsborough understands what it takes to influence without formal authority and how to effectively support leaders to seamlessly transition from team member to team leader and beyond. We are experts in using evidence-based tools and deeply experienced consultants to provide tailored leadership development focusing on lifting leader performance.

“Throughout my career I have used my gut instinct when influencing others and it normally worked pretty well. It wasn't until I got my personality profile feedback that I understood why I often struggled with certain personalities. The consultant made me realise how it is to work with me and for me in a non-judgemental way and how I could adapt my style to become more effective as a senior advisor and now as a leader.”

– Experienced team leader

Are you an expert who influences without formal authority, who is looking for development to grow your leadership effectiveness? Winsborough recommends the Individual Develop Solution, which will provide you with insight into your leadership style including strengths, potential risks, and core values. The Winsborough consultant will support you in turning insight into action.

### This solution includes:

- > Personality Assessments, debriefed in a one-hour tailored development conversation,
- > An integrated development report based on your profile,
- > A 30 minute follow up development conversation, to facilitate clarity in key development actions to deliver maximum performance impact.

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Need more information? Contact the Winsborough Team:  
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