



INVEST IN YOUR **COLLABORATORS**

Creating a team is first and foremost a human venture in which everyone has a role to play and in which valuing talent is a real factor for success. It means creating the conditions for a collaborative dynamic, with professionals exchanging ideas, listening, and talking to one another, supporting each other and working together towards a common goal.

It also requires a new mindset to be established, to seek efficiency and coherence between individuals working together.

It's important to find solutions to quickly create links between employees so that the business can be launched with dynamism and enthusiasm.

Helping your employees to progress is the mark of a successful leader!

EQUINOXE CONSULTING Sàrl

Equinoxe Consulting is a story of friendship and passion that grew out of a common goal: to put our experience in human resources and recruitment to benefit others.

As the human being is at the centre of our concerns, it was natural to want to share it with those who wanted to benefit from it, but also needed it.

Change is often experienced as an ordeal, and we use different methods to help people overcome their fears and become proactive in their career or life transition process.

Your success is important to us and to help you, we have surrounded ourselves with professionals with diverse experiences, such as Placement Consultants, Human Resources Managers, Certified Coach Practitioners, Adult Trainers or Stress Management Trainers.

Equinoxe Consulting Sàrl is the partner of the Office Cantonal de l'Emploi for the Commodity Trading and Private Banking industries. Hundreds of talents benefit of our tailored-made measures all year long.

TEAM BUILDING OBJECTIVES

- ✓ Explore your team's identity through the different personality types and associated behaviours.
- ✓ Help members of your team to better understand themselves and others, which creates effective interactions and a sense of trust within the team.
- ✓ Have more respectful, productive, and positive working relationships.
- ✓ Help forge more effective working relationships through a better understanding of different behavioral styles.
- ✓ Identify everyone's personal preferences, so that you can satisfy the needs of your colleagues more effectively and achieve your goals.
- ✓ Learn how to make the most of your teams' strengths and talents through entertaining activities.

LEARNING GOALS

Accompagnement allows employees to achieve the following results:

- ✓ Understand its operating-mode, strengths, and weaknesses.
- ✓ Identify the colour energy preferences of your interlocutor.
- ✓ Strengthen the team spirit.
- ✓ Adapt your communication to your interlocutor.



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PROGRAM

Understand your Insights Discovery Profile

- The power of perception
- The four colour energies of the model
- Jungian Preferences of Introversion and Extraversion, Thinking and Feeling, Sensation and Intuition
- Explanation of the charts and evolution of the energies
- Interaction, decision-making and communication preferences
- How to recognise the colour energies in yourself and in others?

Learn to recognise the typology of your interlocutor

- Identify behavioural clues
- Determine the type of person you are talking to
- Validate your identification

Adapt to connect

- Adapting and entering into relationships with colleagues for time management, making contact, reasoning, managing objections and commitment
- Understanding the value of bringing each team member on board
- How to create the ideal environment

Action plan

- How to apply this knowledge on a day-to-day basis

Do not hesitate to ask for a personalised solution!



INSIGHTS DISCOVERY

The Insights Discovery model is a simple and accessible four-color model that, along with an Insights Discovery personal profile, helps individuals better understand themselves and others.

It creates a common language within teams that makes it easier to identify strengths and potential weaknesses, so that individuals and teams can work at their best.

Each person possesses all four colour energies but has a natural preference for certain ones that influence their motivations and behaviour. It is the combination of these energies that creates the unique personality of each person.

A personal profile gives a very precise description of the behavioural preferences of each person; strengths, weaknesses, relationships with others, modes of communication, motivational factors, behaviours under pressure and areas for development.



OUR TEAM OF EXPERTS



Sylviane Chatelain
Associate director



Franca Tufo
Associate director



David Baert
Consultant



Andrea Pozzo
Consultant



Michèle Sormani
Consultant



Cristina Zimmermann
Consultant

OUR TEAM OF EXPERTS

Our team is composed of professionals with specialised expertise in Commodity Trading and Private Banking.

We have complementary skills and experience in Human Resources, Adult Training, Placement and Career Coaching but we all share the same goal: to put people the center of our concerns with passion and respect.

We all have collaborated before in different environments and wanted to pursue the adventure together to offer our clients a high-performing team able to understand and cover their needs.