

Insights Discovery Team Session for Rail Delivery Group

This proposal has been produced following a conversation with Sharon Campbell-Morgan, Head of People, at Rail Delivery Group on 3rd July 2026.

The OpCom Team would like to organise an Insights Discovery based workshop on 27th July 2026 to support the ongoing development and effectiveness of the team by raising self-awareness of individuals behavioural styles, their impact on the team dynamic, and exploring strategies to enhance communication and promote a more collaborative approach.

Three members of the team, Verity, Ed and Paul would need to receive an Insights Discovery Profiles and participate in an introductory briefing session prior to the main workshop, to provide them with the same background Insights knowledge as their colleagues.

Innervate Proposal & Fees

Step 1. Insights Discovery briefing session [3 x individual sessions approx. 90 mins]

Delegates: Team members (3 no.)

Pre-workshop: Issue Insights Discovery Evaluator instructions. Prepare profiles & briefing material.

Objective: Introduce individuals to the Insights Discovery Model, their individual profiles, and use Insights knowledge and tools to enhance their personal effectiveness.

Content: Perception; Insights theory; The Colour Energies; Personal colour dynamic; Insights Wheel; Effective Communication; Adapting and Connecting; Personal commitments.

Step 2. OpCom Insights Discovery Team Development Workshop. [1/2 day with timings to be agreed]

Delegates: Team members (8 no.)

Objective: Reinforce Insights Discovery knowledge to raise self-awareness of behavioural styles and agree strategies to enhance the team dynamic and effectiveness

Content: Sharing of perceptions and feedback on behaviour; Review of Team Wheel – strengths & development areas; Individual commitments to enhance the team dynamic; Introduction to the 'Engaging with Change' module.

Post-workshop: Issue of Insights related material and workshop outputs.

Outcomes

- Interactive exercises to share feedback and explore the current team dynamic.
- Identify strategies for the team to work more collaboratively and effectively achieve OpCom objectives.

Investment Fees:

Insights Discovery Profiles - **£375** [Foundation profiles @ £125 each]

Insights Discovery online briefing sessions x 3 - **£1,200**

OpCom team workshop facilitation - **£1,450** [inclusive of pre-workshop preparation and post workshop outputs]

Total investment of **£3,025.00**

Note: - All fees subject to travel expenses and VAT. Arrangement of suitable venue by RDG (requires screen for presentation material & a flipchart for exercises).

Next Steps

Once you have had the opportunity to consider this proposal, I would welcome a follow up conversation to address any questions and confirm your requirements.

Phil Sims

16th July 2026