

# The Five Lens Development Platform:

# Individual and Team Assessment and Skill Building Tool

## What is it?

- Designed to maximize human performance and goes further than any other methodology in terms of taking into account the complexity of human behaviour.
- Each lens provides self-insight based on a unique model of human development. Provides possible development opportunities. Individual results pulled through as a golden thread into a range of customizable developmental modules and processes.

**Assessment & Coaching Tool - PFR**

- Integrated view of self through 5 lenses
- Benchmarked against norms
- Powerful self-awareness and coaching tool

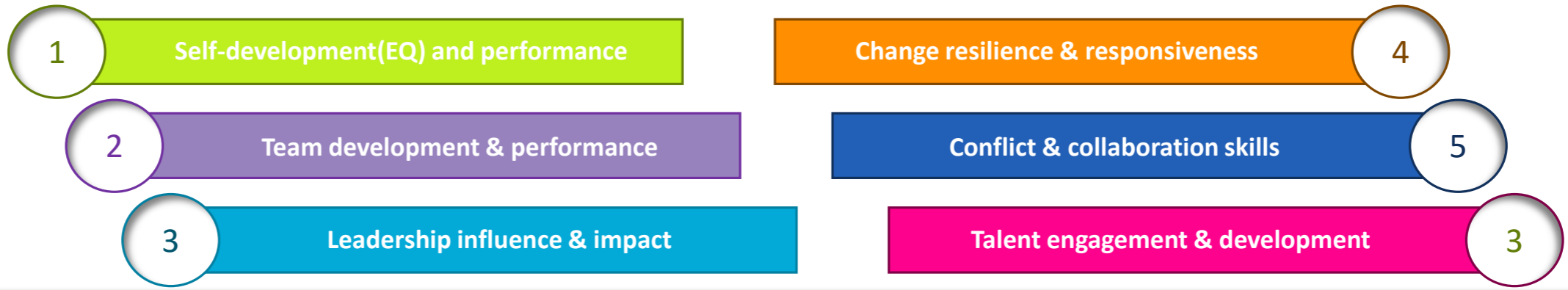
**Team Development workshops**

- Team Development Day to launch team on development journey
- Team Performance Process to resolve team challenges and build sustainable performance

**Skills Modules**  
Skills required to operate as a high individual, leader or team

- Resilience
- Trust
- Feedback
- Thinking partners/ coaching
- Collaboration
- Conflict

## How does it build value?



## What the lenses measure: Individual

**Personal mastery**  
Energy Centres  
Resilience components  
Enneagram Styles  
Social drives  
Developing personal mastery & resilience

## Ennea 5 lens team tools and profiles develop teams and team skills

We have an facilitated numerous high performance teams journeys with Executive, leadership, functional and project teams to enhance their team dynamics, engagement, skills, performance and results.

## What the lenses measure: Teams

**Team Ennea vs Leaders Ennea**

**Team Ennea scores – leader's view**

| Respondent Info   | 1  | 2  | 3   | 4   | 5   | 6   | 7  | 8  | 9   |
|-------------------|----|----|-----|-----|-----|-----|----|----|-----|
| Coco Chanel       | 72 | 63 | 100 | 34  | 31  | 100 | 4  | 10 | 53  |
| Elizabeth Taylor  | 47 | 63 | 49  | 4   | 69  | 49  | 96 | 43 | 89  |
| Howard Stern      | 9  | 81 | 7   | 85  | 100 | 90  | 0  | 0  | 73  |
| James Dean        | 92 | 23 | 96  | 93  | 83  | 14  | 4  | 13 | 89  |
| Jim Carrey        | 25 | 3  | 59  | 64  | 90  | 67  | 5  | 99 | 8   |
| Roger Moore       | 25 | 46 | 26  | 44  | 60  | 67  | 5  | 38 | 100 |
| Sisko Rodriguez   | 6  | 73 | 11  | 50  | 83  | 55  | 95 | 75 | 44  |
| Taylor Swift      | 83 | 35 | 59  | 100 | 80  | 86  | 0  | 1  | 35  |
| William Shatner * | 6  | 23 | 99  | 16  | 35  | 21  | 84 | 99 | 11  |
| Team Percentile   | 50 | 0  | 88  | 50  | 75  | 50  | 25 | 50 | 50  |

**Team score vs individual score per lens - example**

**Team values using Barret levels**

**DISCUSSION Team Stages**

**What are the crucial conversations we need to have as individuals?**

**What are the crucial conversations we need to have as a team?**

**How do we build a high performance team?**

**How do we get support and measure our progress?**

**What does a high performance team look and feel like?**

**How do we rate ourselves against high performance team?**

**Reinforce**  
Measure, monitor, manage

**Ability**  
Knowledge, skills, behaviours, mind-sets  
Process alignment

**Knowledge**  
What the change looks like  
Journey map

**Awareness**  
Why important to change

**Desire**  
Visible Leadership commitment  
Desire for change by Employees

**High performance teams journey**