



ONLINE TEAM STRENGTHS DEVELOPMENT

Over 4 decades of research done by Dr. Donald Clifton and Gallup on standout individuals, revealed that rather than fixing their weaknesses, they focused on building their strengths. The methodology of this programme is modelled on the findings of this research and the success strategies of these standout individuals. The premise of this programme is that each and everyone of us has unique genius, but this genius is often underutilized due to lack of awareness and or limiting conditioning.

- 1.** Beginning with the EngagementFit or CliftonStrengths assessment, each person will gain valuable insight into their dominant drives and drainers. They will be coached on how to manage and direct these drives in order to build real strengths and manage around their drainers.
- 2.** The team's awareness creates an appreciation for the unique value each person brings. We then look at ways to leverage and maximize the team's potential. This leads to a well rounded, high performing and collaborative team.
- 3.** Each person will be led to understand and clarify how their individual drives dynamically combine to form unique natural strengths. This allows us to articulate them by crafting practical strengths statements, resulting in individuals being more conscious and deliberate in building and applying their strengths.
- 4.** The team is then guided in understanding and maximizing their natural style of influence. Each person will identify their drive collaboration partners to help them work around their drainers and enable them to focus on their strengths, while understanding when to lead and when to follow.
- 5.** Then, clarifying the need and energy of each Drive, understanding is built around the motivation of each individual. This awareness is integrated and leveraged by discussing the various functions of the team, then exploring how and where each person can contribute their strengths towards various informal functional roles.



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WHAT YOU WILL LEARN:

- ✓ Understanding your and the team's natural drives.
- ✓ How to leverage the unique value of each drive.
- ✓ Exploring and understanding the dynamics within your dominant drives.
- ✓ Understanding where you need to better manager your drives to avoid detriments.
- ✓ Understanding strengths-based interpersonal tensions to identify meaningful collaboration within the team.
- ✓ Understanding where the team is collectively strong.
- ✓ Learning how to articulate your strengths to gain clarity on how to practically apply them.
- ✓ Understanding your natural strengths-based style of influence and how to lead strongly through it.
- ✓ How to leverage the team strengths to form a well rounded and high performing team.





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PROGRAMME STRUCTURE AND FLOW

AWARENESS PHASE

1. Team Session: Live Online - 3hrs

Here we will build on the team's pre-work awareness, by having some facilitated conversation whilst exploring each team member's dominant drives.

2. 1x1 Session: Live Online – 1 hr

We explore dynamics within individual's dominant drives & how these dynamics translate practically, both positively or negatively.

3. Team Session: Live Online - 3hrs

We will explore the team's drive dynamics. Identifying positive tensions and collaborative opportunities.

4. 1x1 Session: Live Online – 1 hr

By understanding how an individual's drives interplay to form their strengths, we clearly capture & articulate their strengths statements.

5. Team Session: Live Online - 3hrs

Through conversation we will unpack & explore each person's strengths statements to practically understand their value in the team.

6. x1 Session: Live Online – 1 hr

We explore each person's weaknesses & strengths-based influencing style, why people willingly follow leaders & how to lead through this in a dynamic & complex world.

7. Team Session: Live Online - 3hrs

Through conversation we will explore how to get the best out of each individual and where their greatest contribution to the team lies.

8. Team Session: Live Online - 3hrs

We discuss and mandate strengths-based roles to meet real business / team challenges. We set up & assign strategic strengths collaboration partners.

DYNAMICS PHASE

APPLICATION PHASE