

# Programme Structure and Flow

## Awareness Phase

### 1 Team Session (Live Online - 2hrs)

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

## Dynamics Phase

### 3 Team Session (Live Online - 2hrs)

- We will explore the team strengths dynamics. Identifying positive tensions and collaborative opportunities.

### 5 Team Session (Live Online - 2hrs)

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

## Application Phase

### 7 Team Session (Live Online - 2hrs)

- Through conversation we unpack each person's talent needs in relation to their value in leading activities relevant to the current team / business context.

### 2 1x1 Session (Live Online - 1.5hrs)

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

### 4 1x1 Session (Live Online - 1.5hrs)

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

### 6 1x1 Session (Live Online - 1.5hrs)

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

### 8 Team Session (Live Online - 2hrs)

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

6 Months

