

Strengths-Based Leadership

Duration

1 day version – identify personal strengths and how it provides the right fit at work and in life to reduce stress, increase fulfillment and improve performance.
(Target audience : executives and above)

2 day version – all the elements of the 1 day version plus an additional day focusing on how to develop a strengths-based team culture resulting in a more engaged and productive team. A more in-depth assessment is done followed by personalized phone coaching.
(Target audience : people managers)

Objective(s)

Energize your performance at work by discovering your signature talent themes. Gallup has surveyed more than 10 million people worldwide on the topic of *employee engagement* with the result that people who do have the opportunity to focus on their strengths every day are *six times as likely to be engaged in their jobs* and more than *three times as likely to report having an excellent quality of life in general*.

At the end of this highly interactive workshop conducted by the first Gallup-certified strengths coach in Malaysia, you will be able to :

1. Articulate your unique top five talent themes and how this relates to your leadership behavior and attitude. *For the two-day workshop version, you will receive your full thirty-four talent theme sequence report.*
2. Assess your current work role and identify numerous strengths-based opportunities for thriving performance and job satisfaction.
3. Take personal responsibility for investing in your own growth and development by naming, claiming and aiming your unique strengths combination.
4. Appreciate the four leadership domains and how they interact to leverage on everyone's unique strengths contribution to the team (*two-day workshop only*).
5. Discover how to improve team morale by engaging with your team members by applying the three fundamental principles of strengths-based coaching (*two-day workshop only*).
6. Learn how to profile your team members with the focus of enhancing personal contribution and group engagement excellence (*two-day workshop only*).

Who should attend

HR Managers, Training & Development Managers, Organizational Development Managers, Talent Managers, Supervisors, Team Leaders, Project Managers, Executives, Department Heads, Business Leaders.

Course description

Strengths-Based Leadership is the “bridging” solution that connects employee engagement with a high-performance culture. The conventional approach to performance is to fix individual weaknesses – thinking that there is a certain “world-class” standard which applies to all. This approach, however, underestimates the rich leadership talents residing in each of us and if left untapped, create frustration and unrealistic expectations. On the other hand, a strengths-based development strategy starts by focusing on what people do well. It then emphasizes and builds on those strengths to help individuals become even more productive.

During the *Strengths-Based Leadership workshop (one-day)*, each participant will receive the following :

- A 18-page personalized *Clifton StrengthsFinder* assessment of his/her top five talent themes.
- A *Strengths-Based Leadership* workbook (one-day version).
- Strengths-based personal development templates and worksheets.

During the *Strengths-Based Leadership workshop (two-day)*, each participant will receive the following :

- A 18-page personalized *Clifton StrengthsFinder* assessment of his/her top five talent themes.
- A full sequence theme report ranking the complete thirty-four talent themes.
- A *Strengths-Based Leadership* workbook (two-day version).
- Strengths-based personal development templates and worksheets.

Course outline

Module	Learning Objectives
The Foundation of Strengths Development (Day 1 - morning)	<ul style="list-style-type: none"> • Examine the factors for sustainable fulfillment, satisfaction and engagement. • Dispel the three myths of leadership success. • Introduction to the <i>Clifton StrengthsFinder</i>. • Understand the four key messages of strengths development.
The Practice of Strengths Development (Day 1 - afternoon)	<ul style="list-style-type: none"> • Name your unique top five signature themes. • Claim your unique combination of signature themes. • Affirm each other's contribution by leading with positive intent (avoiding barrier labels). • Claim your very own unique strengths positioning statement. • Manage weakness by implementing five useful strategies. • Develop your personal strengths impact plan.
The Alignment of Strengths Development (Day 2 - morning)	<ul style="list-style-type: none"> • Discover the components of creating sustainable team alignment leading to high morale. • Coaching Principle : Appreciate theme dynamics. • Use the <i>strengths wheel</i> for creating conversation openings. • Coaching Principle: Aspiration for growth. • Use the <i>maturity checklist</i> for moving from the raw expressions of our talents to a matured expression. • Case studies.
The Engagement of Strengths Development (Day 2 - afternoon)	<ul style="list-style-type: none"> • Coaching Principle: Accountable at Right Level • Use the <i>Four Levels of Intervention</i> template. • Discover the collective strengths of the team using the four leadership domains. • Assessing the state of your team and team members. • Reconcile talent with performance expectations. • Case studies. • Q & A.

All participants will be required to do an online *StrengthsFinder 2.0* assessment which takes about 40 minutes to complete. This will yield their talent theme ranking complete with insight reports, action plans and reflective questions for personal growth.

For more information : <https://www.gallupstrengthscenter.com/>

For a collection of videos on strengths development : <http://www.youtube.com/goodmondaychannel>