Experience a Transformative *SHIFT*

———————with ———————

Dr. Anita

People First | Passion Follows | Purpose Fulfilled

Comprehensive Strengths-Based Teams Training (1 day)

PURPOSE: Enhance teaming dynamics and engagement by leveraging the strengths of each member.

PROCESS: Facilitate interactive Strengths-Based Teams curriculum , pairs discussions, and team coaching.

PAYOFF: Improved working relationships, deeper client partnerships, and immediately noticeable results.

PRE-WORK: Approximately 90 minutes of pre-work is required for each participant as outlined below.

1) Complete a self-evaluation questionnaire to explore personal/professional opportunity areas.
2) Read the first 3 chapters of the StrengthsFinders 2.0 book.
3) Complete the StrengthsFinder 2.0 assessment (found within StrengthsFinder 2.0 book).

SESSION SUMMARY

Ideal for team building off-sites and retreats, the day is structured to present the Strengths-Based philosophy, review results via the Team Strengths Grid, and conduct up to 3 activities chosen by the manager during a pre-training 1:1 meeting. After lunch, the afternoon can be shaped to apply the Strengths-Based philosophy toward a capstone action-learning project of the leadership sponsor's choice such as creating a team charter (Vision, Mission, Values, Goals), determining a needed skills-mix for hiring purposes, or proposing a revised talent-2-task alignment within the team.

SESSION OBJECTIVES

1. Reveal team members' motivation for work
2. Discover and acknowledge individual strengths
3. Develop an appreciation for the Team Strengths Grid
4. Explore existing and potential success partnerships
5. Scope a strengths-based capstone project to meet a goal

SHIFT REFLECTIVE LEARNING MODEL

SELF–ASSESSMENT: Appreciate your "who" relative to your "do"
HONE-IN: Reflect on what stands out from your self-assessment
INVESTIGATE: Understanding the deeper meanings specific to you
FIX: Make a concerted effort to fix your self-perception and self-talk
TEAM: Partnering with others to set & reach your development goals

COMFORT...
to be real

COMMUNITY...
as we grow together

COMMITMENT...
to self-development

SHIFT

Strengths-Based Organization
Consulting