

Experience a Transformative *SHIFT*

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Dr. Anita

People First | Passion Follows | Purpose Fulfilled



Introduction to Strengths-Based Teams Training (1/2 day)

PURPOSE: Explain the Strengths-Based philosophy and the untapped potential within a team.

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

PAYOFF: Raised awareness of individual strengths in the workplace and the impact on bottom-line results.

PRE-WORK: Approximately 60 minutes of pre-work is required for each participant as outlined below.

- 1) Read the first 3 chapters of the StrengthsFinders 2.0 book.
- 2) Complete the StrengthsFinder 2.0 assessment (found within StrengthsFinder 2.0 book).

SESSION SUMMARY

The day is structured to present the Strengths-Based philosophy, review results via the Team Strengths Grid, and conduct 1-2 activities chosen by the manager during a pre-training 1:1 meeting.

It is recommended that the team leader or manager sponsor a “hot wash” lunch to hear feedback from the team and assess the desire for follow-on sessions designed to introduce team members to materials offered in the full day training session, including 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 with in 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

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