



Strengths-Based Leadership

Executive Central's Strengths Based Leadership program has opened doors for thousands of participants to a new world of self-awareness and confidence in their leadership. Our expert coaches work with clients to identify individual and team strengths. Participants are guided through the **Gallup StrengthsFinder Assessment** and typically find their results to be a revelation.

The program helps team members and aspiring leaders understand how to excel in their role and increase their contribution to the business as part of a high-performing leadership team, based on their individual strengths as identified by the **Gallup StrengthsFinder Assessment**.

OUR SOLUTIONS

The **StrengthsFinder Assessment** is a world-leading developmental tool that provides powerful insights into individual and team talents and strengths. It helps our coaches play to the client's existing strengths to turn great potential into greater performance. A strengths approach is a powerful lever for leadership and team development and sustained performance. Awareness of your own strengths and talents, and an understanding of how to develop and use them in a leadership context, is what distinguishes high achieving managers and executives.

StrengthsFinder has been developed from Gallup's 40+ years of research into what makes people successful.

WHY FOCUS ON STRENGTHS?

When individuals focus on their natural strengths, success follows. It's a simple strategy but one that's often overlooked in the quest to fill the gap on weaknesses. Based on contemporary research by Gallup, people who focus on their strengths every day are six times as likely to be engaged in their jobs. They are also more productive individuals and team members.

OPTIONS

COACHING

Strengths based coaching recognises that each individual has the power within them to be their best self at work. By building greater awareness of their own strengths, leaders are more likely to achieve their personal leadership goals and deliver successful outcomes. As a leaders' individual strengths and opportunities are identified and debriefed, next steps are planned, which could include ongoing coaching or wider team involvement in the strengths process. In our experience, individuals, teams and employers can then better maximise and deploy their talents for enhanced engagement and performance.



Coaching Outcomes

- Experience-based understanding of the Strengths model
- Confirmation of your own unique strengths and development areas
- A clear plan to maximise influence, leadership and career success through strengths

TEAM WORKSHOP

Team workshops strengthen the team's delivery as a group. The team's strengths are mapped together, shared and analysed in a two-hour workshop. The workshop is tailored to focus on individual performance, leadership development and/or team development.

The core talents of each team member are identified and mapped out in the workshop.

Team Workshop Outcomes

- Engaged team members who understand their talents and how to develop them into strengths
- Leveraging of strengths for superior individual and team performance
- Increased and shared sense of purpose.
- Understand and utilise the strengths of other senior colleagues for enhanced team performance



Prior to the workshop we provide codes for your team members to access and individually complete the StrengthsFinder Survey.

They then receive their comprehensive Strengths report. Report data is used to explore:

EXECUTING		INFLUENCING		RELATIONSHIP BUILDING		STRATEGIC THINKING	
6 Achiever	32 Discipline	14 Activator	22 Maximizer	5 Adaptability	34 Includer	26 Analytical	8 Input
9 Arranger	24 Focus	15 Command	19 Self-Assurance	16 Connectedness	2 Individualization	10 Context	7 Intuition
31 Belief	11 Responsibility	20 Communication	12 Significance	17 Developer	25 Positivity	28 Futuristic	18 Learner
27 Consistency	13 Restorative	21 Competition	30 Woo	1 Empathy	3 Relator	33 Ideation	29 Strategic
4 Deliberative				23 Harmony			

WHY STRENGTHS? THE EVIDENCE

People improve faster and further in areas where they are already strong and gain much more satisfaction than they do in areas where they are weak. This is contrary to some perceptions that focus on developing weaknesses brings the greatest return. In fact, developing areas of weakness only frustrates people and focuses their energy on becoming 'well rounded', rather than exceptional.

SIGNATURE OF A HIGH-PERFORMING TEAM

The leading research in performance has shown that, irrespective of industry or nationality, the greatest indicator of a team's productivity is the sense within individuals that:

"I have the chance to use my strengths every day at work"

FORMAT

All of our workshops are:

- highly interactive
- able to be delivered virtually or in-house
- leverage our wide consultant experience-base
- use quality multi-media for inspiration; and
- are delivered through blended learning techniques and technology.

We deliver workshops, team training and individual coaching in a variety of formats to maximise learning and retention.

OUR PERFORMANCE GUARANTEE

Our unique Performance Guarantee and Service Warranty offers a money back guarantee, on all of our programs and solutions, that we will use our reasonable endeavours to deliver the agreed assignment.

Please refer to our website executivecentral.com.au for more information.

If you have any questions please connect back to your Executive Central contact.

Alternatively, you can call me on **0402 313 795** or email me at **todd.everitt@executivecentral.com.au**

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