

Strengths-Based Leadership

Identify and Build on Your Talents

Based on a 40-year study of human strengths, Gallup created a language of the 34 most-common talents and developed the CliftonStrengths assessment to help people discover and describe these talents. It identifies what you naturally do best and provides customised results that name your unique talents. It shows you how you're special and how to succeed by turning your talents into strengths.

INDIVIDUAL COACHING

CliftonStrengths is a powerful coaching tool providing you with insights into where and how you can leverage your strengths to enhance your own and others' performance. Using your Top 5 or All34 Report, individual coaching can take the form of a one-off discovery session or a six to twelve-month journey of development.

TEAM COACHING

A team coaching session allows the team to identify its collective talents and strengths and how to use these to best effect. As a team leader, you will learn how to lead people with different strengths. Typically these are half-day to full-day sessions that include one-on-one sessions with each team member and the team leader, and a full-team session. We can also provide short follow-up quarterly team sessions to ensure CliftonStrengths is embedded in the team.

LEADERSHIP AND MANAGEMENT COACHING

Using Gallup's research on the four keys of management or the four keys of leadership, we explore how you can use your unique talents to be a more effective. This coaching requires an All34 report and at least three individual coaching sessions. The insights from your Strengths assessment will enable you to customise your coaching of individuals and the team as a whole. You will also learn how to use CliftonStrengths to motivate and develop team members and identify talent gaps.

WHO BENEFITS?

- ▶ Leaders and managers who want to increase engagement, productivity and profitability.
- ▶ Teams who want to find their edge and achieve great results.
- ▶ Individuals who want to leverage their talents and tap into their full potential.
- ▶ Organisations who want to develop talent and achieve high performance.



FACILITATOR

Lacey Blass is a Strengths Network Accredited Coach with over ten years' coaching experience. She has delivered many strengths-based programmes for public and private sector clients. Lacey's strengths are: Ideation, Input, Strategic, Empathy and Significance.

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