



Strong Communities® - Executive Summary

Thank you in advance for your consideration of our services to introduce a strengths-based approach to leadership advancement and increased engagement within your community. We are privileged to help our clients achieve better business outcomes by focusing on what is OH SO RIGHT with their employees or stakeholders and are excited about further exploring ways we can support your continued success.

Purpose of Strong Communities® The Genius Within:

Strong Communities® The Genius Within curriculum is designed to deepen the strengths-based mindset of individuals, teams, organizations and communities. Strengths-based organizations experience increased engagement, retention and productivity, improved efficiency in teamwork, heightened Emotional Intelligence (EQ) and ultimately higher profitability. Identifying and understanding the individual and collective natural talents of team members and stakeholders positions an organization to derive the benefits of a culture that celebrates and builds upon these strengths.

Anticipated Outcomes:

Strong Communities® The Genius Within, based on the time-tested CliftonStrengths® Assessment, provides an experiential learning format through which teams and individuals can access, understand and apply their unique talents for personal, professional and organizational success. This process allows participants to:

- Advance self-awareness by understanding how their unique talents can benefit them on a professional and personal level
- Recognize how they are already applying their talents in the workplace daily
- Identify opportunities to more consciously utilize their talents for personal, professional and organizational success
- Discover how their team members instinctively approach their work and relationships
- Identify situations where their attempt to help a situation is misunderstood
- Share a common language to work more effectively and efficiently work together



Organizations benefit from Strong Communities® The Genius Within curriculum by:

- Expanding the inventory of natural assets of current and future team members
- Revealing opportunities for leaders to leverage and fully develop the instinctive talents of team members to optimize engagement, business outcomes and retention
- Informing succession planning and leadership development opportunities
- Increase profitability
- Attracting top talent through a Strengths-Based approach to leadership

Cultivating Greatness Within...people, teams and your organization:

Phase 1: Strong Communities® Intensive 1

Description: **Unpacking the Power of Your Unique Genius** takes a deep dive into understanding and connecting with the Top 5 natural talents revealed by the CliftonStrengths™ assessment. The dominant focus is on understanding and observing the unique talents each participant contributes to the organization. Self-Awareness is immediately increased as each participant is introduced to a common language for individually innate aspects of themselves of which they may not even be consciously aware.

Delivery Method: 3.5 hr. workshop

Optional Add-on: Strong Communities® Strategic Alignment Session:

Description: **Leveraging the individual and collective experience provided by “Unpacking the Power of Your Unique Genius”**, this customized session is focused on the practical application of utilizing strengths to impact business outcomes relevant to your leadership team. Preparation includes a discussion about company focus, team dynamics and essentials of forward progress toward meeting current business objectives.

Delivery Method: 3.0 hr. workshop



Phase 2: Strong Communities® Intensive 2

Description: **Calibrating Your Unique Genius for Success** reveals the situations in which our natural talents may not always align with our intentions. Identifying these occurrences allows participants to discern and plan for how to more deliberately utilize their talents toward personal and professional success.

Delivery Method: 3.5 hr. workshop

Phase 3: Strong Communities® Intensive 3

Description: **Creating and Maintaining a Strengths-based Culture** explores the critical role that all staff plays in successfully impacting organizational culture and values through a strengths-based approach to employee development. Participants will develop strategies for maintaining a strengths-based culture that develops and leverages the unique talents all team members. The collective composition of the team's strengths is explored in depth to reveal the areas in which the team naturally excels, as well as any gaps that may inhibit optimal performance. Strategies are identified for fully leverage the team's assets and becoming a high functioning team.

Delivery Method: LIVE: 3.5 hrs.

Phase 4: Strong Communities® Intensive 4

Description: **Performance Leadership integrates a Strengths-based methodology into the Talent Conversation Cycle.** This phase fortifies a leader's ability to optimize team member performance through a strengths-based coaching methodology. Grounded in fundamental coaching techniques, participants learn how to maximize performance conversations utilizing a step by step strengths-based approach to ongoing team member development. the individual CliftonStrengths Assessment results of leverage the strengths of team members for productive step by step processes for optimizing performance and engagement. This 3.5-hour experience integrates practical strengths-based questions with basic coaching principles for talent conversations that support development while advancing organizational outcomes.

Delivery Method: LIVE 3.5 hrs.

Note: Each experiential workshop is professionally facilitated over 3.5 hours and builds upon the previous module.