TEAM BONDING AND ENGAGEMENT

It has always been important to carve out quality time to allow a team to bond and find successful ways of working together. Allocated safe space to build trust, bond socially, to align on their purpose and priorities, plus understand how to maximize the potential within the team. With the COVID pandemic, such bonding has been limited or even put on hold. As a result, common team problems clients are trying to solve include…

"We are concerned about attrition and need to understand employee's needs, raise engagement and positivity. We need a solution that helps us refocus and align as we come back to the office"

"Our team has never all met in person and we need a way to build a foundation of trust, greater psychological safety, and define how to collaborate better"

"Our team needs to get to know their peers and new manager, to understand personalities, diverse styles and needs to improve our approach with each other and serve stakeholders"

"We need to boost communication through purposeful facilitated discussions that allow us to solve priority problems, including how we will make a hybrid approach work"

"We need to harness our diversity and operate as "one team"

Churchill's strengths-accelerated methodology for team performance is about shining the light on untapped talent and applying it to what is important to the team, in a way that is practical, relevant, and sustainable. Our global team of ~90 CliftonStrengths® Coaches partners with clients to understand their unique needs, desired outcomes and to customize a learning journey that delivers engagement and results.

TEAM BONDING AND ENGAGEMENT

Why Focus on Strengths?

At Churchill, we believe in focusing on "what is right with people" to develop talent. Based on our wealth of experience and research from positive psychology and Gallup, our global team of certified strengths coaches use CliftonStrengths® to empower leaders and teams to harness their untapped talent for greater motivation, growth and sustainable results.

Why Should Companies Focus on Strengths?

ENGAGE EMPLOYEES

MAXIMIZE POTENTIAL

ACCELERATE RESULTS

"People are most engaged when they have the opportunity to do what they do best every day."

However, **only ~20%** of people are using their strengths each day at work. Sadly, we live in a world where we are fascinated by our weaknesses and take our strengths and natural potential for granted.

Churchill helps you change that! Strengths-accelerated development has a positive impact on employee engagement, talent growth and retention, workplace culture, and performance. If we use our strengths every day:

- We are more engaged in our work
- Perform better and deliver expertise
- And are more likely to stay with our current employer

Moreover, organizations whose managers received strengths-focused feedback have:

- Increased productivity
- And higher profitability within the business units

GALLUP CERTIFIED Strengths Coach

Strengths-Based Organizations See:

6X	12.5%	8.9%
more likely to be engaged on the job	greater productivity	greater profitability

*Source: Gallup Ongoing Workplace Research 2012+

> *The Churchill Leadership Group has a rare and tremendous ability to help leaders in many professions unlock hidden talents and undiscovered potential. They motivate leaders and teams through the strategic exploration of qualities, roles, and unseen or otherwise unknown strengths. I am personally impressed by the potency of their mission and, more importantly, the measure of their fulfillment.*
> - ***Chad, Summit Wealth***

The Evidence Behind our Methodology

Engagement: People who use their strengths are more engaged at work

Extensive Gallup research in 2015, studied 50K business units with 1.2M employees in 22 orgs. across 45 countries. ~90% of workgroups that received strengths intervention found **employee engagement increased 9% to 15%**. 67% of employees who have a manager who focuses on their strengths are more engaged. A Gallup case study reported a company that focused on improving engagement generated est. $82M in profit growth over four years. Mary Lanning Healthcare implemented a strengths-based organization program and showed **engagement grew from 2.5 engaged employees to each disengaged employee to 18:1!**

Performance: People who use their strengths perform better

Gallup's research reported that only 14% of employees strongly agree that a performance review inspires them to improve. On the other hand, according to "Investing in Strengths" (by Don Clifton & James Harter), researchers found **2000 managers who were using a strengths-based approach were 1.9x more likely to be successful than those who don't.** In addition "Why Your Best Employees Are Leaving," research shows employees have an 18% higher performance rate when they have a combination of three factors, one of the three being high engagement.

Retention: People who use their strengths are more likely to stay

The US Dept. of Labor, states the #1 reason people leave their jobs is lack of appreciation. In 2013 Business News Daily indicated that 50% of people said that appreciation from a manager would have made them stay longer at a company. A Gallup **study of 65,672 employees, saw a 14.9% lower turnover rate in employees who receive strengths feedback** from their managers compared to those who received no feedback. Gallup also found that in **organizations that focus on strengths, 85% of employees plan to be with the same company in 12 months**, versus the 37% in organizations who do not focus on strengths.

Productivity: Teams who use their strengths have increased productivity

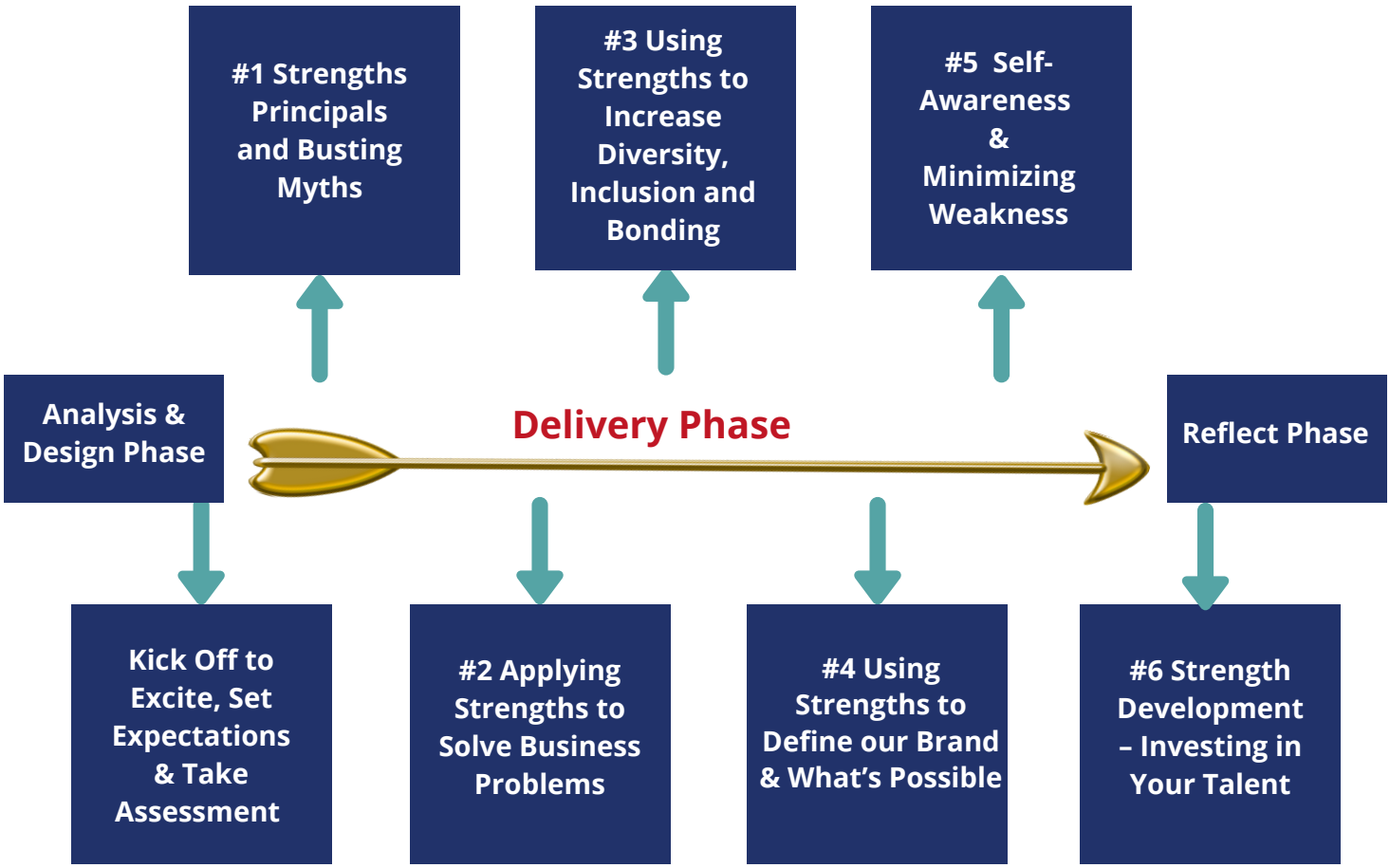
When looking at performance measures of 11 companies across 5 industries, 530 business units reported productivity data, Gallup found managers who received strengths feedback showed a **12.5% increase in productivity**. A productivity study of 1874 individual employees found that those who received strengths training **improved productivity by 7.8%** compared to those who did not. In her book "Profit From the Positive", Margaret Greenberg noted managers who gave frequent recognition and genuine encouragement saw a **40% increase in employee productivity.**

Profitability: Teams who Use their Strengths have Greater Profitability

Among Gallup's large research study, profit data were available for 469 business units ranging from retail stores to manufacturing facilities. Those business units with **managers receiving strengths feedback showed 8.9% greater profitability** compared to those who did not. Also, the Mary Lanning Healthcare case study, including other gains, the hospital finally turned a profit (with engagement-centered strengths-based programs) with an operating margin of ~ +5.7%, up from the -0.2% just five years prior.

Strengths-Accelerated Team Bonding and Performance Program

A SAMPLE 4-Month Learning Journey For Illustration. Each Journey is Customized



Client Feedback:

I strongly recommend Churchill Leadership Group for any organization looking to get the best out of self, direct reports, or overall team. They helped us align our strategy, match talents and strengths to the most appropriate functions, and leverage individual and unique talents within the team in order to achieve desired results and overall success. Churchill is simply awesome! - **Rachid CEO Sentinel Screening**

Our Clifton StrengthsFinder® workshop went extremely well. I continued to receive positive unsolicited feedback after Churchill Leadership Group left and I am very pleased that our initial connection led us to our ongoing Churchill collaboration! **-Senior Director of HR, Bright House Networks**

Our company has contracted with Churchill for over 4 years to work with me & the GTE Teams on improving our leadership and management skills. From day one, Churchill began to help us outline a strategy with the focus on "our strengths", I knew we had found the right partner. Through team sessions or 1-on-1 coaching, each of us has embraced and found value in the tools provided. We have improved our internal communications - a key to success. There is no doubt Churchill has assisted us in helping to further strengthen the foundation of our business.
-Michael, President, Gas Turbine Efficiency

Your Local Partner Globally - The Churchill Difference

Powerful coaches who care. Our 400+ bench strength of highly credible Leadership and Team Coaches bring you rich leadership experience from the private and public sectors, as well as coaching and training certifications.

Outcomes focused. We have high standards for our clients and expect your organization to receive significant benefits from our partnership. As such we have a methodology for measuring results and our experiential learning is focused on outcomes.

Strengths-accelerated methodology. Using CliftonStrengths® to harness the untapped talent you already pay for, we accelerate the natural talent in your people, for more authentic and sustainable growth, and to maximize new leadership mindsets, soft skills and capability.

Delivering sustainable learning solutions. Our high-impact, client-tailored "Learning Journeys" ensure your leaders and teams grow the sustainable new skills critical to success. Thus avoiding the "forgetting curve" so often seen from one-off workshops.

Global footprint to scale as you grow. Churchill's team is diverse with experts across North and Latin America, Europe, Middle East and Asia-Pacific. We can scale delivery and languages to meet regional and cultural needs.

An agile, reliable, and flexible partner. Through building a high-trust partnership we meet you where you are, to provide the best solutions. We collaborate to deliver constant improvement and a laser focus on your unique needs.

Info-security compliance. We take data security seriously and have implemented governance to protect your data

Certified Women-Owned. Support and celebrate partnering with a Certified Women-Owned Small Business.

Ready to Become A Strengths-Based Organization?

Contact us today to discuss your needs.

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