

# Ready To Become a Strengths-Accelerated Organization?

Employees are demanding to be seen as unique individuals, to see their talent consistently developed with a connection to a meaningful purpose. A strengths accelerated strategy can be the "glue" to help you deliver that and enhance your diversity, equity and inclusion vision.

Real magic and results arrive when your whole organization knows and uses its strengths every day. When individuals and teams understand their natural talent and purpose and get more of what they need it is easier to tie an individual's purpose to that of your organization. What is all leaders and employees found discover, apply and grow their talent over time. There are proven organizational strategies to achieve this, and your Churchill Coach(s) will partner with you to customize the best solutions, including some or all of the following:

## Integrate Strengths into Your Talent Strategy and Processes by:

- Enhancing your organization's internal and external brand using strengths
- More effectively onboarding talent and talent management
- Talent development with feedback and coaching tailored to the individual's strengths
- Career development that empowers people to be all that they can be  
Individualizing reward and recognition

## Build Your Internal Strengths Expertise by:

- Developing a "Strengths Advocate Team" to help strengths
- Training leaders and employees to harness coaching to accelerate employee potential
- Building internal SMEs

## The 4 Domains and CliftonStrengths 34 Talents

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
<b>Achiever</b> <b>Arranger</b> <b>Belief</b> <b>Consistency</b> <b>Deliberative</b> <b>Discipline</b> <b>Focus</b> <b>Responsibility</b> <b>Restorative</b>	<b>Activator</b> <b>Command</b> <b>Communication</b> <b>Competition</b> <b>Maximizer</b> <b>Self-Assurance</b> <b>Significance</b> <b>Woo</b>	<b>Adaptability</b> <b>Connectedness</b> <b>Developer</b> <b>Empathy</b> <b>Harmony</b> <b>Includer</b> <b>Individualization</b> <b>Positivity</b> <b>Relator</b>	<b>Analytical</b> <b>Context</b> <b>Futuristic</b> <b>Ideation</b> <b>Input</b> <b>Intellection</b> <b>Learner</b> <b>Strategic</b>

# Choose From Churchill's Customized CliftonStrengths Workshops, Learning Journeys and Coaching Options

## Become a Strengths Accelerated Leader, Team or Organization

Taking your strengths assessment and attending a "Discovery" workshop is an important first step in maximizing the untapped talent across your organization. But there is much more!

Our natural talent has endless potential. You can harness it to accelerate growth and performance and help participants do their job better and be happier. Churchill offers clients a selection of additional learning experiences beyond your initial "Strengths Discovery" workshop.

To meet your busy schedules, we offer bite-size workshops and learning journeys, with asynchronous and synchronous, Zoom and in-person options to deliver the right blended learning experience. Participants work together with their coach in a cohort and walk away confident and equipped to use their strengths to have a more significant impact overall at work and in life. Below are the options we recommend. Each is customized to your organization and includes a Churchill on-the-job toolkit.

### Expanding Strengths

Reveal your full 34 talent DNA to:

1. Identify top, supporting, and lesser talents
2. Understand the value and application of your new top talents
3. Analyze weaknesses with a mitigation plan
4. Discover your expanded team collective strengths and how to apply them

INCLUDES the Full 34 report Upgrade

### Accelerate a Team Goal

Use strengths to accelerate a team project or goal by:

1. Redefining success
2. Aligning strengths needed for success
3. Identifying roles and responsibilities for greater productivity
4. Action planning to achieve the team goal
5. Measuring success

### Team Collaboration

Go deeper with team mates for more effective collaboration, by:

1. Harnessing diversity and inclusion by combining strengths
2. Identifying strengths overdone & their negative impact on self and others
3. Defining strengths strategies to mitigate that impact
4. Identifying better ways of working

### Strengths Impact Coaching

Customized strengths coaching for 3-6 months for groups or individuals to:

1. Identify growth and performance goals
2. Define measures of success and gather meaningful feedback
3. Apply strengths to achieve goals
4. Transform immature talents to powerful strengths
5. Celebrate impact and put a sustainability plan in place

### Career Development

Strengths career coaching for 3 months for groups or individuals to:

1. Identify career goals and measures of success
2. Uncover strategies to:
  - Get input to increase self-awareness
  - Build your desired brand at work
  - Apply strengths to your career goals
  - Accelerate talent growth towards maturity

### Leadership Development

Harness strengths as you learn new leadership mindset, behaviors, and skills:

1. Understanding your leadership style
2. Improving self-management and brand
3. Identify the leadership transformation needed
4. Learn new mindsets, behaviors and skills
5. Apply those through the lens of your strengths for sustainable job improvement

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### Deliver the 4 Needs of Employees

Use your strengths to deliver the Trust, Compassion, Stability and Hope employees crave, by:

1. Defining your leadership style
2. Understanding the 4 leadership needs
3. Identifying how your strengths can deliver them
4. Harnessing your strengths to deliver on your organization's expectations of leaders

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### Strengths Accelerated Sales Performance

To succeed sales teams must differentiate themselves by maximizing their strengths:

1. Identify your talents through the lens of your sales cycle
2. Understand your expanded value in sales
3. Analyze weaknesses with a mitigation plan 4. Partner to compliment strengths
5. Apply strengths to increase sales results

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