

BROCHURE

Leading Self

Optimize Your Strengths and Build Stronger Connections



WHO CAN BENEFIT

- Front line contributors
- High potential team members
- Emerging leaders
- Anyone interested in self-development

PROGRAM MATERIALS

- Clifton Strengths® Report
- Blanchard's Self Leadership Guide
- Center for Creative Leadership: Better Conversations Everyday®

What happens when you combine optimizing your strengths, setting goals for success and connecting with others through building trust and better listening? You get an exceptional 3-day self-development journey.

Leading Self focuses on both mindset and skillsets. Become more self-aware as you take a deep dive into your unique top 5 strengths and identify how you can provide even more impact. Build skills as you set meaningful goals, identify what you need to succeed and build better connections with others.

During your Leading Self journey, you'll experience classroom learning, group practice, solo journaling, and a team experiential activity.

LEARNING OBJECTIVES

- + **Activate Your Power:** Take a deep dive into your TOP 5 Clifton Strengths and identify 2 SMART goals for the year ahead.
- + **Be Proactive:** Clearly diagnose what you need to succeed on your goals
- + **Connect with Others:** Practice two communication skills that boost any relationship at any level. Listen to understand and ask powerful questions.

Leading Self



“You will excel only by maximizing your strengths, never by fixing your weaknesses.”

MARCUS BUCKINGHAM

Day 1 Activate Your Power

What are my unique strengths and how can I optimize them?

Welcome: Purpose & Benefits (The why) / Road Map (The how)

My Top 5 Clifton Strengths: What are my strengths? How do these impact my work and team? How can I optimize these? When do I overuse them?

Each of us contributes more when we can bring our unique strengths to work. Our FCCS certified Clifton Strengths Coach will help you take a deep dive into your top 5 strengths and how they show up. What activities in your life benefit from your best focus, and motivation? When and where do you feel strong? Where and when do you feel weaker? How can you use your strengths in areas you find challenging?

Goal Setting: Set 2 SMART goals

1. Current work goal
2. New self-development goal

Identify where you want to be a year from now. In addition to your strengths - clarify your values and opportunities for the year ahead. Envision specifically what you want to accomplish in the next year.

OUTCOMES:

- + Your Top 5 Clifton Strengths Report
- + 2 SMART goals and a plan to succeed

Leading Self



Day 2 Be Proactive

What do I need - to get to where I want to go?

Build on Your Goals

- + Diagnose your development level on your specific goals. What is your current level of competence and commitment?
- + Identify what you need next to succeed. Practice how best to proactively and specifically ask for what you need.

Participate in a Team Build Challenge

- + Use your unique strengths in small groups to work through a design build.
- + Where will you contribute best: in the plan / the build / the presentation?
- + Conduct Post Review for further self-development: What worked, and what could we have done differently?

OUTCOMES:

- + A process from Situational Leadership ® to diagnose your own development level
- + Peer feedback on how your strengths show up

Leading Self



Day 3 Connect with Others

How can I have better conversations every day?

Practice two skills that build trust and connection – with any person at any level: Your customers, colleagues, manager... even your teenager.

1 - Listen to Understand

Rooted in genuine curiosity. Practice a state of mind that involves full attention to the other person.

2 - Ask Powerful Questions

Establish a shared understanding of the other person, the situation and the goals. Practice coaching your peers on real world challenges using powerful questions.

OUTCOMES:

- + A list of questions that benefit relationships
- + Peer Coaching in a real-world challenge