

COACHING MANAGERS AND TEAMS

DISCOVER WAYS TO HELP MANAGERS AND TEAMS
INTEGRATE THEIR STRENGTHS INTO THEIR ROLES.

Gallup has studied human behavior for decades and has surveyed more than 10 million people worldwide to identify the factors that best explain employees' productivity and motivation on the job. The results of this research are clear: People realize their full potential only when they are able to use their greatest talents every day. Great performance is found wherever people are in roles that match what they naturally do well.

The Coaching Managers and Teams program incorporates findings from Gallup's extensive and ongoing research into how coaches can help managers and teams appreciate the unique strengths and contributions of each team member, better understand their roles, expand and enhance their partnerships, build an interdependent team, and use their collective talents to achieve specific performance objectives.

WHAT YOU CAN EXPECT

This two-day course will teach you ways to help managers and teams understand, apply, and integrate their strengths into their respective roles. You will learn how to facilitate small team sessions (up to 15 people) to help them use their unique talents for greater team engagement, better team performance, and improved business outcomes.

Coaching Managers

During this program, you will learn how to integrate the principles of strengths-based development to enhance your efforts to coach managers by:

- teaching managers to appreciate their unique talents in the context of their role
- helping managers understand how the Clifton StrengthsFinder themes manifest themselves in the workplace
- learning ways to educate managers about how to interpret their own StrengthsFinder results and those of their team members
- assisting managers with building and understanding a team strengths profile (Team Strengths Grid) and teaching them ways to incorporate strengths-based development into their management style
- providing managers with techniques for using strengths-based development to address specific team-related issues and challenges

Coaching Small Teams

During this program, you will learn how to introduce and integrate the principles of strengths-based development in small teams by:

- helping individuals understand their unique strengths within the context of others
- assisting them with identifying key partnerships that are essential to individual growth and team performance
- facilitating the identification and discussion of a team's collective talents and helping team members use their talents to achieve specific performance objectives
- teaching teams to discover, develop, and use their unique talents for greater team engagement and productivity

COACHING MANAGERS AND TEAMS

2 days: 8:30 a.m. to 5:00 p.m. each day*

Day One

Strengths and the Role of the Manager

- Talent
- Expectations
- Motivation
- Development

Manager Challenge: Engaging the Individual Contributor

Manager Challenge: Understanding My Team

- Building a Team Strengths Grid
- Building an Interdependent Team

Day Two

Introducing Strengths to a Team

Why Focus on Strengths?

My Talents and Unique Contribution

Recognizing Talents in Others

Building Strengths-Based Partnerships

**Course times may vary by location. Please check www.gallupstrengthscenter.com or your registration confirmation for specific times at your course location.*

Within a month after attending the program, you will have a one-on-one follow-up session with a Gallup strengths coach. He or she will help you maximize the momentum and energy generated during the program. Together, you will discuss how to apply and integrate the concepts you learned.

NOTE: You must complete the Successful Strengths Coaching course prior to attending this course.

Gallup can teach this course at your location if you have a group of 15 or more. Contact coaching@gallup.com for inquiries.



Conducted at Gallup locations worldwide. Please visit www.gallupstrengthscenter.com or contact coaching@gallup.com for upcoming dates, locations, and tuition for a course near you.

Copyright © 2016 Gallup, Inc. All rights reserved. Gallup®, StrengthsFinder®, and Clifton StrengthsFinder® are trademarks of Gallup, Inc.

The use of the HRCI seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that this activity has met the HR Certification Institute's criteria to be preapproved for recertification credit.

Gallup® is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. CIP_en-US

GALLUP® Strengths