

GALLUP'S COACHING MANAGERS AND TEAMS KIT

People realize their full potential when they can use their greatest talents every day. Great managers know this and understand how to use each person's talents to set team members up for success, achieve team performance objectives, and meet organizational goals.

The Coaching Managers and Teams Kit gives coaches the resources and tools they need to **help managers and teams understand, apply, and integrate their strengths into their respective roles**. The tools in the kit provide the blueprint for working with a team's manager to develop an effective strategy for improving team performance using strengths-based development.

If you strive to develop managers and teams to their highest potential, **we encourage you to attend the Coaching Managers and Teams course**, which includes a complimentary Coaching Managers and Teams Kit. Visit on.gallup.com/1erxblr to learn more about Gallup's strengths coaching courses.

COACHING MANAGERS AND TEAMS KIT DETAILS

Gallup's Coaching Managers and Teams Kit provides the resources and tools to facilitate strengths-based development sessions with managers and small teams. The kit helps you:

- coach managers to use their strengths and maximize talent to reach desired performance outcomes
- provide managers with techniques for using strengths-based development to address specific team-related challenges
- help teams discover, develop, and use their unique talents for greater team engagement
- equip team members with strategies for maximizing their individual and collective talents to improve team productivity and performance

NOTE: This kit is for coaches familiar with strengths-based development who have a firm comprehension of the Clifton StrengthsFinder assessment and themes. If you require an introductory approach to coaching strengths, consider purchasing the Strengths Coaching Starter Kit at <https://www.gallupstrengthscenter.com/Purchase/Kits>.



Price: US\$495

Visit gallupstrengthscenter.com

GALLUP® Strengths

WHAT'S INSIDE

The materials included in the kit were developed exclusively for the Coaching Managers and Teams Kit and include the following:

Introduction to Coaching Strengths With Managers and Teams Guide

This guide will help you understand your duty as a coach and how your success relies on your ability to **help managers and teams achieve their performance goals**. It introduces you to the most important factors for creating a strengths-based team and the critical role and responsibilities of a team's manager. Backed by Gallup's latest research, this guide explains the characteristics and actions of highly productive teams and high-performing managers.

Strengths-Based Coaching Conversations With Managers Guide

This comprehensive guide helps you work with managers to understand their organizational and team-based goals. It provides a framework for coaching managers so that they can understand and appreciate their teams' individual and collective strengths. Using this guide, you will gain the tools necessary to help managers **maximize their talents to stimulate individual and team performance**.

This guide concentrates on three constructive coaching conversations:

- encourage managers to appreciate their unique talents in the context of their roles
- help managers understand and appreciate each team member's distinct and powerful talents
- educate managers about their team's collective strengths, and help them recognize potential talent gaps and vulnerabilities on the team

Strengths-Based Coaching Conversations With Teams Guide

When team members learn about each other's greatest talents, they discover their greatest opportunities for team success. This in-depth guide helps you **position others for success by teaching them how to become a strengths-based team**.

This guide consists of four team coaching conversations:

- introduce the foundations of strengths-based development to the team and help members understand their individual strengths profiles
- educate team members on the power of strengths-based partnerships by helping them appreciate the unique talents that each member contributes to the team
- help team members value the team's collective talents and understand how to best use each person's strengths to improve teamwork
- provide team members with strategies for using their individual and collective talents daily to improve team engagement, productivity, and performance

Team Strengths Conversations Activity Packs

Use this set of materials during your team coaching sessions. The set includes two packets:

- Team Coaching Conversation One contains an Unleash Your Talents poster and Talents in Action cards. Use these to **introduce strengths-based development to the team**.
- Team Coaching Conversation Two contains Partnership Cards and Strengths Portrait stickers. Use these to **educate the team about the power of strengths-based partnerships**.

For international orders, please contact the Gallup Store at gallupstore@gallup.com or 1.402.951.3674.

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