



# STRENGTH-BASED LEADERSHIP AND TEAMWORK

## For Teams and Organizations in Positions of Public Trust

An Application of the GALLUP CliftonStrengths® Assessment and Foundational Principles



Harmonize and engage your team by focusing on what's *right* with people

### DETAILS

- 2 day workshop
- Live, onsite learning
- Take the CliftonStrengths® Assessment
- Receive your Full-34 Strengths profile report
- Facilitated leadership learning and reflection
- Group discussions and team building
- Personal self-awareness exercises

### LEARNING OUTCOMES

Participants of our program will experience remarkable gains in their knowledge and capacity to:

- Understand and appreciate human diversity
- Exercise greater degrees of self-control
- Understand and appreciate personal strengths
- Recognize and engage the talents of others
- Amplify a team's commitment to mutual collaboration
- Motivate employees by speaking to their strengths
- Deal more effectively with difficult employee situations



#### JOHN M. COLLINS MA, SHRM-SCP

John Collins serves in private practice as an executive leadership coach specializing in working with people and teams in positions of public trust. His professional background is in forensic science and public safety, working and leading in federal, state, and local forensic science laboratories. He has a master's degree in organizational management and holds a formal certification from the Society for Human Resource Management. He was formally trained by the College of Executive Coaching and has worked with a variety of businesses and government agencies all over the United States and overseas. He is also trained and certified as a Gallup CliftonStrengths® coach. John is a prolific writer, having written four books, including *The New Superior: A Better Way to Be the One in Charge*, published in 2022. John lives and works near Detroit, Michigan.

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### Program Summary

- 1 A two-day facilitated **workshop and management clinic** focused on the identification of personal talents and strengths as the foundations of effective leadership and teamwork
- 2 Each participant will complete the **GALLUP CliftonStrengths® Assessment** prior to the workshop, and will receive a personal report showing her or his CliftonStrengths® profile
- 3 Participants will come to appreciate the variety of strengths that exist in the human population and be better able to navigate the **advantages and challenges** that each strength presents.
- 4 Mastery of strength principles will be translated into a more **skillful and patient** approach to influencing or leading people in a professional environment.

### Part 1: Personal Strength

- The CliftonStrengths® Assessment
- Review of Personal Strengths Profiles
- Personal Talents and Talent Themes
- The Four Theme Domains
- Theme *Interdynamics* and *Intradynamics*
- Distinguishing Talents from Strengths
- Blindspots and Barrier Perceptions

### Part 2: Leadership Strength

- Rank, Stature, and Authority
- Behavior as an Expression of Strength
- Playing to People's Strengths
- Getting *Stuck* and *Unstuck*

### Part 3: Team Strength

- Strength Expression in Collaboration
- Urgency and Crisis
- Connecting with People at Scale
- The Arts of Persuasion and Motivation
- Strength Applications Clinic
- Vision, Mission, and Values

An example of a CliftonStrengths® Personal Profile Report

CliftonStrengths®

### Your CliftonStrengths 34 Results

You are uniquely powerful. Your distinct CliftonStrengths 34 profile sets you apart from everyone else. This is your talent DNA, shown in rank order based on your responses to the assessment.

Use this report to make the most of your strongest CliftonStrengths themes, navigate the rest and maximize your infinite potential.

- **Read and reflect on your results** to understand what you naturally do best.
- **Learn how to apply** your strongest CliftonStrengths every day.
- **Share your results with others** to create stronger relationships and improve teamwork.

STRENGTHEN	NAVIGATE
1. Strategic	11. Individualization
2. Ideation	12. Responsibility
3. Relator	13. Positivity
4. Achiever	14. Activator
5. Futuristic	15. Arranger
6. Self-Assurance	16. Significance
7. Intellection	17. Belief
8. Competition	18. Input
9. Adaptability	19. Maximizer
10. Connectedness	20. Communication
	21. Developer
	22. Woo
	23. Analytical
	24. Context
	25. Focus
	26. Empathy
	27. Learner
	28. Command
	29. Deliberative
	30. Discipline
	31. Restorative
	32. Includer
	33. Consistency
	34. Harmony

You lead with **Strategic Thinking** CliftonStrengths themes.

- **EXECUTING** themes help you make things happen.
- **INFLUENCING** themes help you take charge, speak up and make sure others are heard.
- **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.
- **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO LEARN MORE >

**SAMPLE**

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### EVENT PROPOSAL

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- FOR:** Text
- CONTACT:** Name
- WHEN:** Date to be determined, proposal expires 12/31/2022
- TIMES:** 9:00 AM - 4:00 PM local time, or as otherwise requested by client
- ATTENDEES:** Up to X
- FACILITATOR:** John M. Collins MA, SHRM-SCP
- FACILITY:** Client is responsible for securing appropriate accommodations at a site that is safe and conducive to learning. Lunch should be accessible for students or arranged to be brought in. Lecture/auditorium style facilities must be avoided. Classroom or seminar style seating is preferred. Ideal seating is 4-5 people at round tables. Faciliator will need to project slides on a monitor or screen. Reliable audio will be necessary for videos that will be played during the workshop. Faciliator can bring own equipment if necessary. Please advise faciliator if projection or audio are not available onsite. Faciliator will use own Macbook, which can accommodate HDMI, VGA, and 3.5mm audio connections.

### QUOTE:

Item or Description	Qty	Rate	Total
CliftonStrengths® Assessments	0	\$0	\$0
Pre-Event Profile Review	0	\$0	\$0
CliftonStrengths® Supplementals	0	\$0	\$0
Student Learning Manuals	0	\$0	\$0
Workshop Hosting and Facilitation	1	\$0	\$0
<b>Total Workshop Quote</b>			<b>\$</b>