



STRENGTHS TEAM DEVELOPMENT

**NOBODY'S PERFECT,
BUT A TEAM CAN BE**

STRENGTH FOCUS BRINGS IMPROVEMENT ON MANY LEVELS

A team's success ultimately depends on its ability to create results

Research* shows that in the best performing teams people know their own and others' strengths and weaknesses - and they know how to use this knowledge to create the best possible results..

Strength focus creates several improvements** in the team.
Customers have reached:



6x

Higher engagement



18%

Increased performance



20%

Increased sales



73%

Less employee turnover

* Gallup 2013. State of the global workforce.

** Gallup 2015. Meta analysis.

**TEAMS THAT FOCUS ON
THEIR STRENGTHS
CREATE BETTER RESULTS
& MUCH MORE ...**

A STRENGTHS PROFILE IS THE START OF THE JOURNEY

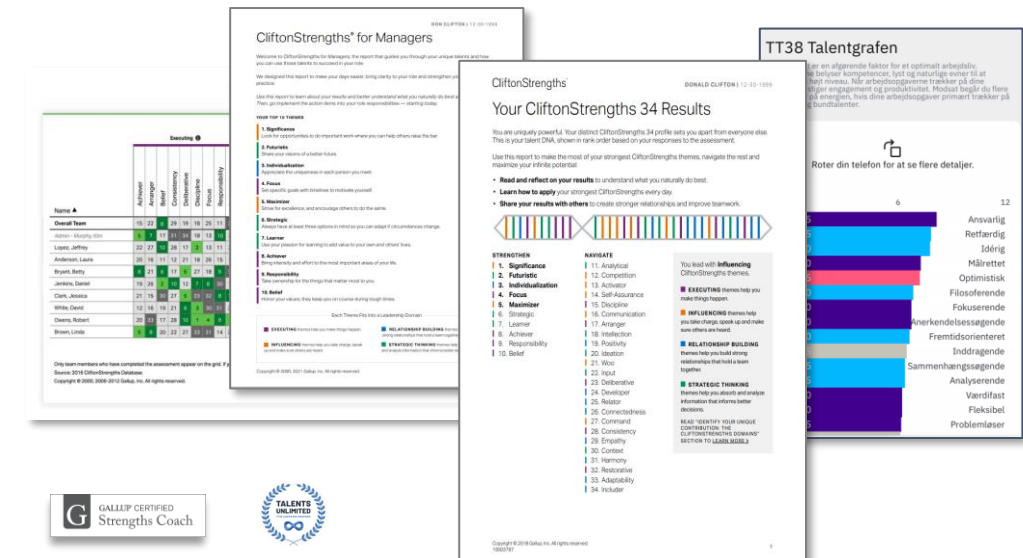
STRENGTHS

COACHING PROGRAMS FOR LASTING RESULTS

Our coaching programs are all made up of several elements that together make the big difference.

Gallup's CliftonStrengths tests and reports are a good starting point for developing the team. The profile report shows the individuals' potentials and strengths. A team grid shows the entire team's top strengths and possible pitfalls. However, tests and reports alone rarely make the big difference.

Experience shows that team coaching significantly improves the value and usefulness of a test. All coaches in STRENGTHS have many years of experience behind them and are specialists in strength psychology. This ensures a stable and lasting development.



THE STRENGTHS TEAM PROGRAM

The team program provides all team members with insight and training in using their individual and collective strengths. This will improve collaboration, engagement, and increase team performance.

Characteristics of a strengths-based team are that:

- Individual team members know and understand the individual talents of the team members.
- Everyone on the team can see a clear connection between behavior and strengths. And can see the connection between strengths and good performance.
- Everyone on the team has partnerships that optimize each other's results by using their strengths.
- Everyone in the team uses their knowledge of each other's and the team's strengths to plan, analyze, and implement their actions.

Team development includes four sessions:

From talents to strengths

Everyone learns to know their own strengths and how they can best use them in their work.



Strong Partnerships

Get the most out of collaboration in your partnerships.



The DNA of the team

Gain awareness and appreciation of the collective strengths.



The Best team

Use talents and strengths of the team to achieve performance objectives.

INSIGHTS THAT CREATE ACTIONS THAT CREATE TRANSFORMATION

INVOLVEMENT AND DEVELOPMENT OF THE ENTIRE TEAM

STRENGTHS

THE LEADER GETS:

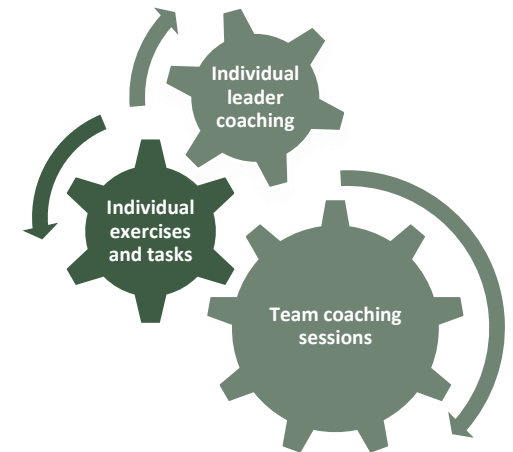
- Assignments, insights and coaching sessions aimed at creating a strength-focused leadership style to realize increased engagement, better relationships, better communication and better results.
- Increased self-awareness. Inspiration, training and tools to perform one's own unique form of strength-based leadership.

THE TEAM GETS:

- Insight into own and others' strengths and weaknesses and an understanding of how to make best use of this knowledge.
- Insight into the team's overall strengths and how these are mobilized to create high performance and engagement in the team.
- Development and training of new habits, both individual and team based.

EVERYONE GETS:

- Development of their talents to become strengths.
- A deeper and more concrete understanding of their CliftonStrengths profile and their All 34 report.
- Overall, an opportunity to exploit the potential to create better performance and a higher personal – and team – engagement.



* This is an example of a full-scale program

THIS IS WHY YOU ENGAGE WITH

"I have seen and tried many personal profiles, but this one with a focus on strengths is by far the best I have experienced. Both as a person profile, but also the associated coaching session has been value-creating."

Head of PM, SiemensGamesa

"CliftonStrengths shifts the focus from a deficiency mindset to an increased focus on developing existing strengths and to bringing strengths into the organization more interdisciplinary than before. That way, our organization has grown. CliftonStrengths is a continuous tool that simply provides more and more output the more you use it. We have only just begun."

HR Manager, Volvo Cars,
Danmark

"I have attended many 'self-discovery' courses over my HR career, but this one was very special. It was totally aligned with the view of focusing people development on their strengths, not their weaknesses."

HR Manager, Novo Nordisk

"We try to make jobs fit around people rather than making people fit around jobs. We focus on what people's natural strengths are and spend our management time trying to find ways for them to use those strengths every day."

Chief Operating Officer,
Facebook

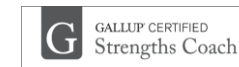
STRENGTHS

STRENGTHS

STRENGTHS is certified in coaching individuals, teams, leaders, and leadership teams based on Gallup's CliftonStrengths.

STRENGTHS has a licensed collaboration agreement with Gallup which, among other things, means that we have access to a number of their tools in different languages. In addition, we are up to date with the latest research and tools on the market.

"Most people think they know what they are good at. They are usually wrong ... and yet, a person can perform only by strengths."
Peter Drucker



GALLUP®

MEET THE TEAM



CEO. Christian Holst (MA Communication) is Denmark's first Gallup Certified Strengths Coach. He has more than 20 years of experience as a leader, coach, consultant and instructor. In terms of work, Christian has experience in delivering tailor-made solutions for both the private and public sectors. Christian's focus areas are strength-based leadership, and team- and organizational development.

STRENGTHS

Input | Intellection | Connectedness
| Significance | Learner

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Associate Partner. Merel Wolff (MSc Organizational and Social Psychology) is a consultant and coach with 15+ years of experience in the field of HRD. She is a solid process facilitator and has extensive international experience with Learning & Leadership Development. Her approach is influenced by positive psychology and systems theory. Areas of expertise are leadership development, team journeys and career transitions.

STRENGTHS

Strategic | Connectedness | Maximizer |
Woo | Positivity

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Partner. Karin Range is Norway's first Gallup Certified Strengths Coach and has more than 30 years of experience as a leader in publishing and marketing in Norway, Sweden and Denmark. Karin's specialist areas are strength-based individual and team development, leadership and cultural change.

STRENGTHS

Input | Connectedness | Learner |
Intellection | Adaptability.

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Associeret partner. Ebbe Lavendt is a **licensed health and occupational psychologist** and a master in positive psychology with extensive experience in executive coaching, teaching and consulting. Ebbe is known for his curiosity, his commitment and his ability to make complex knowledge simple and applicable for individuals, teams and organizations.

STRENGTHS :

Learner | Analytical | Achiever |
Focus | Responsibility.

Mail: ebbe@strengths.dk

STRENGTHS

*“What would happen if we
focused on what is right with
people rather than fixating on
what is wrong with them?”*

Donald Clifton