

*Strength-Based
Leadership...
A Proven Approach*

NAVIGATE YOUR TALENTS



Classes Start
June 29, 2010

*Do you have the chance to do what
you do best every single day?"*

Chances are, you don't—in fact, only 20% of all people say that they are doing what they do best each day. And that is a national tragedy according to strengths expert, Marcus Buckingham. For the 20% who do play consistently to their strengths, they are *six times more likely to be emotionally engaged on the job and three times more likely to report having an excellent quality of life in general.* And that makes them better employees, less stressed, more passionate, more productive, and making significant, quality contributions to the organization. Everyone wins!



A Member of the Minnesota State Colleges
& Universities

This document is available in alternative formats to
individuals with disabilities by contacting Ellen

Brehmer at (218) 793-2382 or 800-451-3441
or TTD (218) 793-2801

An affirmative Action/Equal Opportunity Educator Employer

+ Registrations accepted on a first come first serve basis + Prepayment and registration required + Withdrawals must be made 3 days prior to course start for a refund.

Strength-Based Leadership

Please print:

NAME: _____

SOCIAL SECURITY #: _____

ADDRESS: _____

DATE OF BIRTH: _____

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Method of Payment:

Check (Make payable to NCTC-COI for \$279.00)

VISA MasterCard Card Number: _____ Expiration Date: _____

Bill Company (Name & Address): _____

Authorized Signature: _____ Today's Date: _____

All classes held at Skaiicky Tech Center, University of North Dakota

Make Check payable to NCTC-COI and return with registration to:

Northland Community and Technical College ◊ Attn: Susan Snekker

2022 Central Avenue NE ◊ East Grand Forks, MN 56721 ◊ 218-793-2487 ◊ Fax: 218-793-2873 ◊ TTD: 218-793-2801

"The greatest waste in the world is the difference between what we are and what we could become if we truly lived fully from our talents." (Ben Herbster, 17th Century British Poet)

Module 1: Intro to Strengths (4 hrs)

June 29, 2010 8:30 a.m.—12:30 p.m.

You will be able to:

- Recognize the relationship between effective individual/team performance, and focusing on strengths
- Reduce wasted time and energy focusing on areas of weakness
- Be more efficient in your day-to-day work, as you intentionally look to apply strengths

What's In It For You?

- Improved personal productivity by learning where to leverage the greatest potential for growth and excellence
- Increased employee engagement
- Increased ability to work with others
- Opportunity to take Gallup's *StrengthsFinder 2.0* and discover signature strengths

Module 2: Discover Your Talents (4 hrs)

July 27, 2010 8:30 a.m.—12:30 p.m.

You will be able to:

- Become aware of, and begin to articulate your own, and others', areas of talent
- Differentiate the patterns of behavior related to individual themes of talent
- Gain clarity about how to compliment others' talents more effectively.

What's In It For You?

- Enhanced job satisfaction through greater self awareness
- Enhanced self-leadership through increased actualization of strengths
- Heightened employee engagement
- Positive shift in attitude through understanding unique characteristics of self and others

Module 3: Develop Your Talents (4 hours)

August 17, 2010 8:30 a.m.—12:30 p.m.

You will be able to:

- Deepen your understanding of your themes of talent, and be able to share them with others
- Increase your engagement by leveraging the power of your passion, in the development of your strengths
- Gain a clearer insight into your intended and unintended impact, as they apply your themes of talent—and be more intentional about effectively using your talents
- Create a plan of action to expand your talents into strengths, to gain near-perfect performance in the use of your talents

What's In It For You?

- Greater respect for differences
- Increased motivation
- Clear action plan for turning talents into leaderships strengths
- Increased ability to communication with and understand others who are different



Module 4: Building Strength Based Teams (4 hrs)

August 31, 2010 8:30 a.m.—12:30 p.m.

You will be able to:

- Learn how to increase productivity and team effectiveness through leveraging team strengths
- Learn how to use strengths to expedite the journey from Forming and Storming as a team, to Norming and Performing
- Deepen your understanding of your intact work teams members' strengths and how to more effectively maximize those strengths

What's In It For You?

- Heightened efficiency
- More effective team functioning
- Better communication within and across teams
- Improved morale

Individual Coaching Sessions

You will experience an optional 30 minute sample coaching session with a qualified coach in order to begin to:

- Become aware of your individual barriers/challenges and design compensatory strategy
- Deepen your self awareness
- Understand your unique talents and leadership style better
- Have individualized support and mentorship in applying leadership principles with your direct reports or peers in real life situations

What's In It For You?

- Accountability for application of learning
- Individualized learning action plan
- Sustainability of investment, as a leadership principles are utilized back in real life situations—with coaching support when things don't go perfectly!

Introductory Offer at:

\$279

Includes:

- *Four 4-hour Modules*
- *One Coaching Session (optional)*
- *Textbook*
- *Handout Materials*
- *Continental Breakfast*

*All Classes held at
Skalicky Tech Center
University of North Dakota*



*Brought to you, in partnership, by Northland Community & Technical College
and UND Office of Workforce Development*

