

Strengths & Strategies Coaching

five leadership conversations that transform your organization from the inside out

Before your first coaching conversation...

1. Please complete the Clifton Strengths Assessment™ [approximately 20 minutes] and a Coaching Intake provided by Sandy [approximately 15 minutes]. Visit <https://www.sandyandersonconsulting.com/clifton-strengths/> for the assessment link.
2. Email your completed Coaching Intake at least 2 days prior to your first coaching conversation to sandy@sandyandersonconsulting.com

Session One: Leading with Intention & Resiliency

- ✓ Discover why being aware of your leadership impact is important. How it directly impacts recruiting, retention and team engagement.
- ✓ Identify professional goals for the coaching sessions to grow your leadership skills and vision.
- ✓ Introduction and overview on leveraging Clifton Strengths™.
- ✓ Determine which *table principle*™ to develop during coaching.
- ✓ Identify why your work matters and specific connection to organization mission and professional goals.
- ✓ Begin the exploration of strengths and identify an action that will grow, protect and/or represent the organization's mission and the participant's desired leadership intention.

TOOLS: personal reflection | table principles™ intentions | emerging a vision

Session Two: Challenge & Stress in Leadership

- ✓ Focus on Strengths. Explore how strengths can be leveraged during challenge and stress to create and maintain connection and capacity.
- ✓ Explore strengths and identify an action that will grow, protect and/or represent the organization's mission and the participant's desired leadership intention.

TOOLS: challenge reset | components of trust | resiliency in the middle grid

Session Three: Creating Conversations that Build Capacity

- ✓ Focus on Strengths. Explore how strengths have been used in your work to achieve goals and build relationships.
- ✓ Specifically, explore strategies to create conversations that build connection to diminish problems and not the people you lead during challenges.
- ✓ Discover strategies to create feedback conversations that call others up to be their best rather than calling them out.
- ✓ Explore strengths and identify an action that will grow, protect and/or represent the organization's mission and the participant's desired leadership intention.

TOOLS: crucial conversations | feedback that fuels

Session Four: Decision Making to Create Clarity & Connection

- ✓ Practicing real time with decisions that need to be made, participants explore how to engage top strengths in ways that increase clarity and connection for self and others.
- ✓ Explore strengths and identify an action that will grow, protect and/or represent the organization's mission and the participant's desired leadership intention.

TOOLS: leveraging learning in the challenges | decision guide

Session Five: Leadership Re-energized

- ✓ Review all top 5 strengths.
- ✓ What experiments, concepts or tools have proven of high value.
- ✓ Where are you seeing progress in your leadership development?
- ✓ Reflect on table principle™ intentions and self-identify progress with principles and areas to continue developing.

TOOLS: table principles™ reflection | personal reflection revisit

ADDITIONAL PROFESSIONAL DEVELOPMENT

A CONVERSATION TO CONNECT

Add one additional coaching conversation after five sessions that includes participant and their employer to:

- ✓ Briefly look at participants top five strengths, what they are, how they show up when balanced and vulnerabilities that have been discovered.
- ✓ Offer a better understanding of the participants talents, how they think and why they approach circumstances/conversations etc. in a particular way.
- ✓ Offer opportunity for participant to share progress and insights with specific circumstances related to their work.
- ✓ Explore how to best engage the participant in the organization so they can leverage their strengths for the common good.
- ✓ Consider how the coaching and strength insight may impact development of ongoing professional goals.

LEADERSHIP REFRESHed

Employers may consider offering participants a refresher session at 3, 6, 9, and 12 months to provide the participant with a check-in that assesses progress with strategies acquired and goals set.

These one-session check-ins allow for early redirection and relevant strategies to fuel progress as well as encouragement in progress made towards goals/outcomes.