



# STRENGTHS COACHING + CHANGE MANAGEMENT

CHANGE IS POWER

## WHAT IS WORKPLACE STRENGTHS COACHING + CHANGE MANAGEMENT?

We believe successful workplace transformation involves performance management to utilize strengths.

### Successful strengths coaching involves...

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#### Discover:

- Top 5 Strengths: Clifton StrengthsFinder Assessment
- How talent-building improves performance
- Talent vs. Strength characteristics



#### Appreciate:

- How Strengths in tasks & behavior impacts performance
- Perception of Strengths in self & others
- Strengths in past successes



#### Apply:

- Action to performance objectives
- Understanding – increase success & manage weaknesses
- Impact of building trust, providing stability, showing compassion, creating hope

### Successful approach to change management involves...



#### Uncover Resistance

- Empathy Survey
- Town Hall
- Hopes + Fears
- Establish Intent



#### Encourage the Shift

- Review Intent
- Review Hopes + Fears
- Review Standards
- Understand Role



#### Prepare For The Shift

- Change Agents
- Bi-Monthly Meetings
- Temperature Check
- Education
- Strengths
- Technology
- Ergonomics
- Environment



#### Make it Your Own

- Education
- Purge + Prep
- Pack + Go
- Post-move survey
- Strengths
- Technology
- Ergonomics
- Environment



#### Define The Boundaries

- Understand Purpose
- Review Needs
- Develop Standards