

Developing a Strengths Based Culture

There's no doubt, when you build on strong foundations, you get lasting results.

We all want to be the company where not only do we get results, but every day we embrace a culture of learning and collaboration across teams.

When you focus on recognizing every person's strengths and applying those productively at work, you are building a culture based upon strong foundations.

Gone are the days of uncovering and managing our weaknesses. Research shows us that people and companies thrive in an environment of doing what we know best and adapting our strengths to current environments.



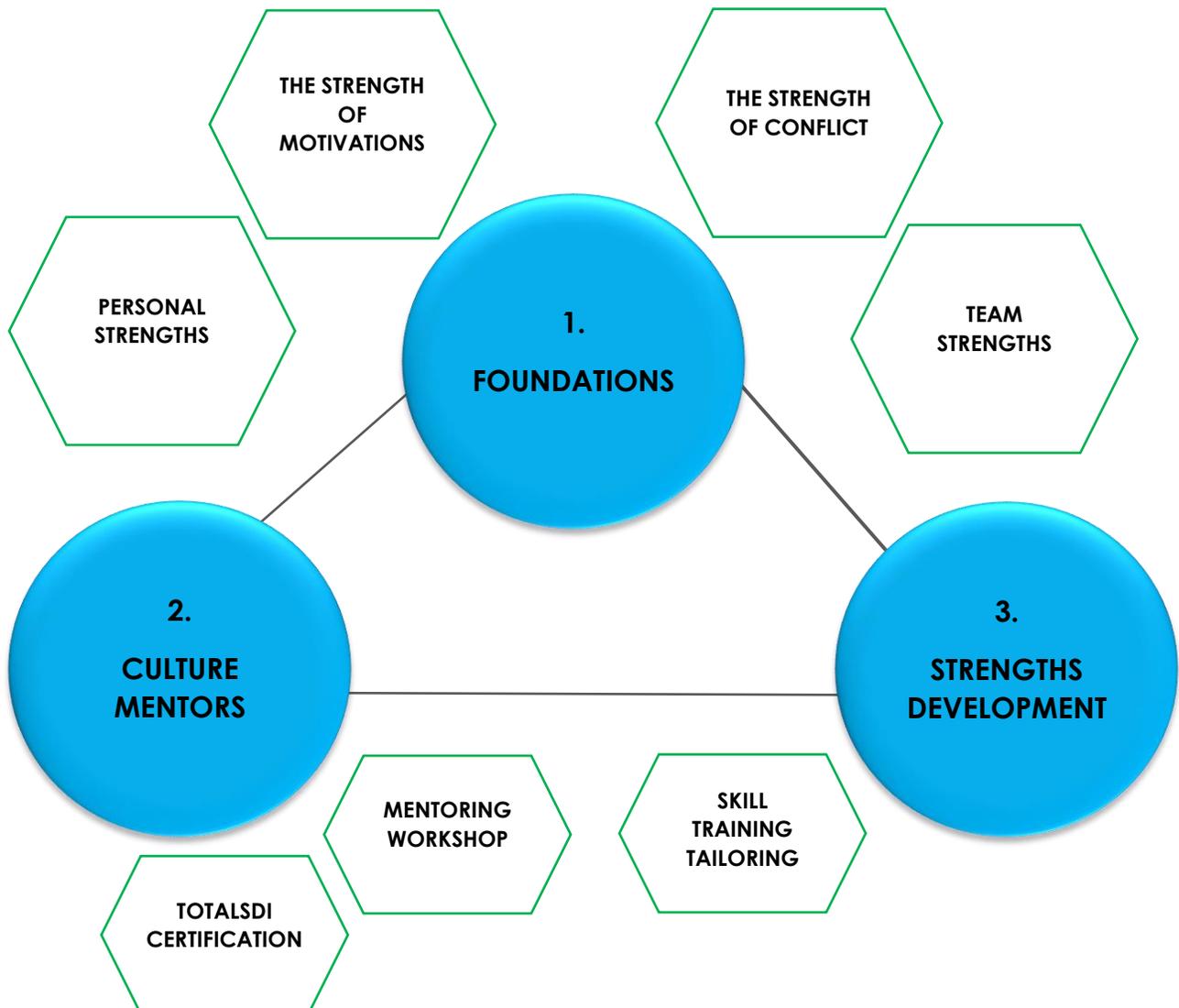
Our strengths come from our natural talents and ways of thinking and looking at the world. By cultivating those and developing them through training, coaching, feedback and mentoring, we maximize the use of our strengths.

Research also shows how a strengths-based culture leads to greater employee satisfaction. According to [Gallup](#), employees who report being able to use their strengths at work every day are 8% more productive and 15% less likely to quit their jobs. They're also more likely to say they enjoy what they do each day.

Where do we come into the picture?

Building a strengths-based culture is a transformational process for both individuals and teams in terms of leadership. We use the practical TotalSDI tools to help you establish a company-wide strengths-based foundation and a strong team of mentors across your company's functions. We do this by focusing on empowering your company to embrace learning through people's strengths and natural talent.

We use our global know-how to help you shape your company's culture for the future through a straight forward 3stage culture building process:



What should you expect from it?

- Greater employee empowerment reflected in business results
- Alignment in terms of self-awareness, team-awareness, differences and values
- A culture of dialogue, feedback and accountability
- Less costs of conflicts
- An attractive and collaborative working environment
- Effective use of training budgets

The Foundations stage consists of 4 one day workshops, delivered internally company wide, after pilot sessions implemented by us in order to get feedback and further adapt content.

The Culture Mentors stage is a development stage for internal mentors and programme facilitators. We will qualify the internal facilitators to use internally the TOTALSDI suite of tools and train the mentors on their mentoring skills.

The Strengths Development stage is an accelerated learning path delivered just in time internally to further enhance potential. We will consult on either bite-size or day long implementation workshops to fit your working styles and workload.

We work with you to make things happen the right way. We take into account your company's mission, long term vision and strong values to help you become self-sufficient when it comes to developing your company's culture.

We deliver and help you run internally the powerful Foundations workshops using the TOTALSDI tools, we help you select the company mentors and get them up to speed with mentoring skills, we further help you tailor your internal learning programmes through our expert consultants.

Let's start building upon strengths!

Let's talk: contact@personalstrengths.ro