

WE ARE STRONGER TOGETHER

Strong Leaders, Strong Teams, Strong Culture



JOIN THE +35,000,000
PEOPLE WHO LEAD
WITH THEIR STRENGTHS
EVERY DAY

MEET CLIFTON STRENGTHS

If you are new to Clifton Strengths, read on to learn about the impact of building a Strengths Mindset Culture. As certified Clifton Strengths Coaches, we know that leading with strengths is one of the most effective ways to get results and reach levels of performance excellence not yet attained.

In 2020, our team made a commitment to reach leaders across the world and show them the possibilities of what happens when you lead with your strengths. The outcomes are worth the investment.

You find and fuel your **purpose**, stand in authentic **power**, and maximize your **potential** when you know and understand how to leverage your unique strengths profile.

Hello!

I am a TRUE BELIEVER in the power of Clifton Strengths and its ability to transform a leader, a team, and an organization's culture for the better. Strengths provides a shared language where every person can lead with **PURPOSE, POWER, and POTENTIAL**.

I took my Clifton Strengths Assessment in 2002 and was hooked. I love a good assessment as much as the next person, but this one was different. The science was solid and the premise a game changer: **What would happen to our people, our teams, our culture if we focused on what is right with people instead of fixating on what is wrong with them?** (Don Clifton, the father of Strengths Finder, was certainly on to something!)

Today we bring We are Stronger Together to organizations who want to lead with strengths. Clifton Strengths helps you understand how each person brings a unique combination of strengths to the organization and how together the team can work to think strategically, build strong relationships, influence internally and externally, and execute on the vision and mission of the organization.

Imagine the possibilities of what you could accomplish in the coming year through the lens of each person's strengths! This program will benefit you both personally and professionally as you learn new things about yourself and each other. Read on to learn more.

Libby Spears

Founder Bravo cc
Certified Clifton Strengths Coach
Input, Strategic, Futuristic, Connectedness, Maximizer
www.bravocc.com
lspears@bravocc.com
972.654.6023 (feel free to text)



WE ARE STRONGER TOGETHER

The We are Stronger Together consists of FOUR PHASES to develop a Stronger Together Culture.

Each Module is typically 3 hours but can be pared down to 2 if needed. Ideally these are in person, but can also be delivered virtually. For most sessions, there are no restrictions on number of participants.



PHASE ONE

START WITH STRENGTHS

Module 1: What is Strengths and why does it matter? + Understanding Your Assessment

Module 2: Name it, Claim it, Aim it

Module 3: The Four Domains and Team Strengths Grid

Phase One is appropriate for ALL STAFF/TEAM MEMBERS



PHASE TWO

STRENGTHS AND WELL BEING

Module 1: Watch out for Blindspots/Basements and Balconies

Module 2: Strengths and Wellbeing

Module 3: Strengths Based Self Coaching

Phase One is appropriate for ALL STAFF/TEAM MEMBERS

We are Stronger Together works with the Clifton Strengths FULL 34 Report. Codes are \$55/person. Your organization will receive a Team Strengths Grid (Google Sheet) with the TOP TEN Strengths of every person in the organization. To learn more about how you can bring this program to your organization, schedule a call with Libby Spears. Email lspears@bravocc.com

LEADERSHIP + TEAMS

PHASE THREE

Module 1: OUR Team Strengths Grid + Powerful Partners

Module 2: Setting GOALS and tracking progress using the FOUR DOMAINS

***Module 1 and 2 in this phase is for A TEAM** within the organization who will have their own Team Strengths Grid. This is an opportunity to engage with strengths as a team and apply it together, setting goals, discussing challenges and obstacles, and finding the powerful partnerships within the team. In these modules, I have the opportunity to provide real time coaching to the team.

Module 3: The FIVE TRUTHS of a HIGH PERFORMING TEAM + The FOUR NEEDS OF FOLLOWERS (Managers and Leaders only)

Module 4: Managing PERFORMANCE using STRENGTHS

Module 5: The Q12 & Employee Engagement (Managers and Leaders Only)

Module 6: Recognition, Motivation, and feedback (Managers and Leaders Only)

Module 7: Its the Manager: Building a STRENGTHS BASED COACHING CULTURE (Managers and Leaders only, includes the purchase of Gallup's "Its the Manager" book)

**Module 3 to 7 is expressly for those in manager/leader roles in the organization. We can accommodate up to 30 people per session. These modules consider the unique challenges of being a manager/people leader and learn how to use strengths to effectively address each one with confidence.*

STRENGTHS CHAMPION PROGRAM

Size of group is determined by size of organization and teams/divisions within the organization. See below for an overview of the program.

Module 1: What is a Stronger Together Culture—Assessment of the Status Quo + Brainstorming Ideas to build an Action Plan for the organization

Module 2: The We are Stronger Together Resource Library: Overview of resources and how to use them.

Module 3: Long Term Management of the Program: Address onboarding, Strengths Grid upkeep, Code Management, and more.

PHASE FOUR