



"Coaching professionals to live their best career story."

TEAM DEVELOPMENT

Most leaders use a one-to-many communication approach, leading to misunderstandings and lost productivity. But it is possible to tailor your leadership style to each person you manage. In my 20+ years of coaching leaders, I have found that understanding your strengths as a leader and figuring out how to adapt your communications style to 'meet people where they are' is key.

We know that strong relationships are the foundation of strong business performance. I use a Core Strengths assessment tool as part of my coaching for high-potential professionals and managers to help them lead in a way that fosters connection and builds those important relationships. In this team coaching program, we will look at your team's strengths, potential strengths overdone and how to connect with each member on your team effectively to create a more productive team dynamic.

"Karen's Core Strengths workshop is fascinating and helpful! Folks have different strengths that can help a team be successful and productive. Understanding each other's strengths and conflict styles can help us work together more effectively. Karen is a great presenter and good at bringing colleagues together to help them understand each other. She is very insightful and enthusiastically explains concepts; her examples are helpful and interesting."

— Brenda Roberts-Harmon VP, General Counsel and Chief Risk Officer, Atlantic Central

Some common goals for this team building program are:

- ✓ To appreciate each other's strengths and styles
- ✓ To align and inspire a healthy and productive team dynamic
- ✓ To stay connected and on track to meet the company's business outcomes

THE TEAM COACHING PROCESS

STEP 1: INITIAL KICK OFF MEETING (VIRTUAL)

I will attend a team meeting to introduce myself and meet the group. We will run through the process, goals, and gather input on expectations. I will then provide the link for individuals to complete their Core Strengths assessments.

STEP 2: THE ASSESSMENT

Core Strengths Total SDI® (Strength Deployment Inventory) – The Strengths Portrait (SP) is a tool for defining individual strengths and, when used in a composite format, those of a team or group culture.

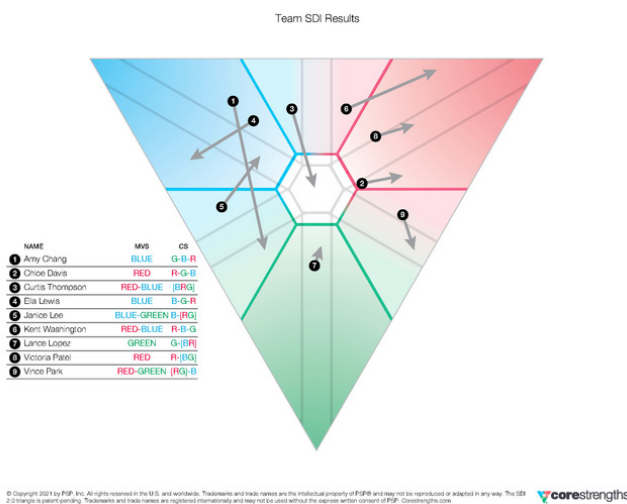
The assessment helps us understand that though people may be motivated by the same thing, they often use different behaviours or strengths to reach their intended outcomes. The SP provides the opportunity to rank 28 strengths, or behaviours, producing a picture of a person’s most important (and least important) ways of relating to others. This helps us understand how using different behaviours can contribute to better results.

Individual Assessment Debriefs

I meet with each participant to do an individual assessment debrief which helps them better understand their results and apply it to their own development plans.

Anticipated Outcomes:

- Increased self-awareness individually and as a team through the use of personal assessment.
- Individual reflection and identification of specific actions to include in individual performance plan.
- Prepared to fully participate in a team session.



SDI (Strength Deployment Inventory) Sample Team Results

Individual Strengths Portrait

THE TEAM COACHING PROCESS

STEP 3: TEAM SESSION(S)

I design and fine-tune the session(s) based on the results of the Core Strengths assessment and the team's overall goals for the coaching process.

Virtual: I will design two half-day sessions. Ideally these sessions are scheduled no more than a week apart. The assessment tool is set up well for virtual delivery. We use customized Zoom backgrounds (each participant will receive a Zoom background that shows their Assessment colour results) as well as breakout room exercises to experience smaller group learning.



In-Person: Most find a full day a lot for any kind of training! I like to keep the day a little shorter (ie. 9-3pm) to ensure that everyone is able to absorb the information. We build in several opportunities for breakout group exercises to keep momentum. Each session is customized to your unique team.

Anticipated Outcomes:

- A team development process that provides opportunity for reflection and professional development growth.
- Recognition of each other's strengths and motivations.
- Greater appreciation for when strengths can be overdone, leading to more effective conflict resolution.

CORPORATE RETREAT OPTION

Successful retreats foster the critical changes necessary for an improved future of an organization or team. The core strengths executive retreat option works well as part of a planned offsite. I have created a 4-hour program design for this purpose. *Pre-work:* each participant will complete the assessment and have a one-hour assessment debrief via Zoom with me leading up to the retreat.

Anticipated Outcomes:

- Promote positive team dynamics that enhance individual leadership capacity.
- Learn techniques to apply to real time issues (ie. giving feedback in the moment).
- Practice a step-by-step process for navigating difficult conversations.

THE FACILITATION TEAM

ABOUT KAREN KELLOWAY

An award-winning leadership coach and founder of the Career Story Project Inc., Karen coaches high-performing professionals to optimize their career success. Her book *NAIL IT!® A Strategic Roadmap to Career Advancement* has been called 'insightful and utterly enjoyable' by The Globe and Mail and is now a trademarked online career pathing program.

Karen holds an advanced certification of executive coaching through the International Coach Federation (PCC), is certified as an executive coach through Royal Roads University and holds a Bachelor of Public Relations from Mount Saint Vincent University, Nova Scotia.



- Core Strengths® Certified Facilitator
- Certified Canfield Trainer, the Success Principles™
- Professional Certified Coach (PCC)
- Myers-Briggs (MBTI®) certified Level II practitioner Psychometrics Canada Ltd.
- Level 2 Legacy Leadership® facilitator through Coachworks International

"I really appreciated seeing the profiles of my team. I now understand how they like to communicate, how they like to receive feedback, and how I can best motivate them. It was eye opening for me as the leader."

—Kelli Mouat, Associate Partner, Telus Health

"Working with Karen, I now have an actionable plan to build on the strengths of the team as a whole as well as individual skillsets to continue to grow my business in a way that best serves each other, our clients and aligns with our vision."

—Robyn McIsaac, Owner, PR Hive Inc.



ABOUT KYLE MENIG

Kyle is my go-to Core Strengths facilitator when I need a virtual solution for larger groups. Kyle is passionate about elevating organizational performance by helping individual learners connect their values with their work. Whether he's building leadership capacity or developing teams, he uses creativity to connect the desire for growing productivity with improved relationships. Kyle is a certified Master Facilitator with Core Strengths. He's truly an asset to my team and I know he'll fit right in with yours.

Participant Takeaways...

"I will use the tool for comparison of preferred communication styles before heading into any high stress meetings/discussions."

"I now have a cheat sheet for my new team!"

"Keeping the tool in mind helps us effectively work with each other, and avoid conflicts."

"I have a better awareness of my colleagues personality and why they may react to a situation in a certain way. It makes how our team functions make more sense."

"The cost of conflict is a great tool-really drives home the need to act. The overdone strengths portrait is very helpful"

"This is eye-opening and the workshop created awareness for sure."

