



Harness the Power of Your Strengths & Talents



...the stuff that learning is made of



Harness the Power of Your Strengths & Talents

2-day programme

Overview

Until recently there had been a strong focus on identifying management's strengths and weaknesses by whatever method, be it 360 degree assessments or psychometric profile testing. Development usually followed to close the gap on the weaknesses or at very least narrow it.

This was all well and good. However, if too much focus is put on managers' weaknesses, there is a danger that confidences will be eroded and managers' start to be disillusioned by their own skillsets.

Thankfully, current thinking suggests that we are more successful in life, and at our work, if we identify our strengths and play to these rather than trying to improve our weaknesses!

When individual managers are aware of their strengths, and have the opportunity to use them within their work, they are happier and more engaged. Organisations see an increase in productivity and improvements overall, in the effectiveness of managers, the way in which they manage others and the increase in their ability to meet company objectives.

This programme enables attendees to better understand their natural character strengths and how to build on these and make the most of each strength. The programme is practical and uses an on-line profile assessment test as part of the programme content. Each delegate manager will receive a feedback report.

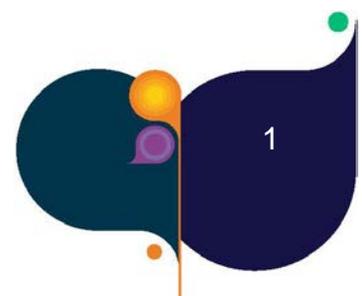
Who Should Attend?

This course is designed to equip and prepare managers, who are interested in integrating their character strengths into their work, raising their profiles and becoming the best managers they can be.

Programme Content

Day One

- Welcome, Introductions and programme objectives
- Expectations and personal objectives
- The role of the manager – what are we here to do?
- Dispelling old myths about personal strengths and weaknesses
- New ways of thinking – Strength Building
- Understanding your strengths and how to make them work for you – why is this so important?
- Profiling and understanding your top strengths and how to employ them to the full
- Practical session
- Feedback and discussion





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Day Two

- Summary of learning from day one
- Finding the right balance of character strengths through PERMA:
 - positive emotion
 - engagement
 - relationships with peers, staff and external contacts
 - meaning and accomplishment
- Understanding Happiness and the links with character strengths and confidence
- Overcoming problems using character strengths
- Applications- strength applications and interventions that you can use on a daily basis
- Individual Role-maps and how to apply the learning to your own working interactions
- Discussion and individual action planning
- Summary
- Certificates

Rightrack Style

The Rightrack style is to engage, energise and enthuse. Sure, there's formal input from the trainer, but we aim to build knowledge and skills through maximum interaction and minimum lecture. We know from experience that that's the only way to leave people feeling inspired, and to make a real difference to your organisation.

Drop Us a Line

It doesn't matter if you're starting with a blank sheet of paper, if you already know exactly what it is you're looking for, or if you'd just like to explore what you can achieve within the parameters of your budget... **Call us! +44 (0)121 222 7313**

We can answer all your questions then and there; ask a few nosy questions and prepare something meaty to email; or we can arrange a time to meet for a chat over coffee.

