

STRENGTHS NOW INC
34 STRENGTHS. ONE YOU.



PROPOSAL CLIFTON STRENGTHS WORKSHOPS & SERVICES

PREPARED BY

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PREPARED FOR

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Who We Are

Strengths Now was built on a passion for the true appreciation of differences in the workplace and breaking down barriers that cause friction and disengagement. Let's face it - the world needs more people who are hopeful, inspired, engaged and contributing their greatest talents to our greatest challenges. We have introduced thousands of people to their strengths, including leaders from the Fortune 500, the most well-known colleges and universities, and thriving non-profits. We love what we do and are ready to help your team do its best work!



Why Strengths?

TEAMS THAT USE THEIR STRENGTHS PERFORM BETTER. PERIOD.

Strengths-based development is a proven model to improve performance on crucial business outcomes. A Gallup meta-analysis study of 1.2 million employees in seven industries and 45 countries found that employees who receive strengths-based feedback have up to:

- 23% higher employee engagement
- 18% increased performance
- 73% lower attrition

The 34 CliftonStrengths Themes

THE 34 STRENGTHS EXPLAIN YOUR TEAM'S TALENT DNA.

Organizations thrive when various groups of people work together efficiently. To reveal the unique talents on your team, each person receives an access code to take the CliftonStrengths assessment in advance of the workshop. We monitor completion and create custom reports to showcase the strengths mapping for your group.

ACHEIVER
ARRANGER
BELIEF
CONSISTENCY
DELIBERATIVE
DISCIPLINE
FOCUS
RESPONSIBILITY
RESTORATIVE
ACTIVATOR
COMMAND

COMMUNICATION
COMPETITION
MAXIMIZER
SELF-ASSURANCE
SIGNIFICANCE
WOO
ADAPTABILITY
CONNECTEDNESS
DEVELOPER
EMPATHY
HARMONY
INCLUDER

POSITIVITY
INDIVIDUALIZATION
RELATOR
ANALYTICAL
CONTEXT
FUTURISTIC
IDEATION
INPUT
INTELLECTION
LEARNER
STRATEGIC

"What if we focused on what is right with people, instead of fixating on what is wrong with them?"

Don Clifton

Who We Serve

FINANCE & TECHNOLOGY

NASDAQ
WELLINGTON MANGEMENT
JP MORGAN CHASE
MIDDLESEX SAVINGS BANK
DELL TECHNOLOGIES
NOVANTAS
ARGENTA ADVISORS

*My experience working with Strengths Now has been **exceptional** compared to every other consultant I've worked with during my 22-year tenure at J&J.*
Jill Fox, Sr Manager, Learning & Development for the Americas, Johnson & Johnson

*Strengths Now provided us with powerful insight into our team's unique styles and approaches and helped us make **long-lasting improvements** to our team's communication, collaboration, and cooperation."*
Dr. Michael R. Laliberte, President, SUNY Delhi

*Strengths Now has had a **transformational impact** on our department, the way we view ourselves and each other, and the way we work together to reach our goals.*
Sarah Sykora, Chief Marketing Officer, Healthcare

*I highly recommend the Strengths Now team if you are looking to increase collaboration across your organization, break down silos, or build a **stronger leadership team**.*

Sandra Hughes, AVP Global Talent Management, NASDAQ

BIOTECH & HEALTHCARE

THERMO FISHER SCIENTIFIC
ORCHARD THERAPEUTICS
CHILDREN'S NATIONAL HEALTH
BOSTON MEDICAL CENTER
JOHNSON & JOHNSON
VERTEX PHARMACEUTICALS
UNUM THERAPEUTICS
TAKEDA

EDUCATION & NON-PROFITS

BENTLEY UNIVERSITY
BABSON COLLEGE
BROWN UNIVERSITY
THE END FUND
HARVARD UNIVERSITY
WGBH
YALE UNIVERSITY
MIT

Our Workshops

PHASE 1- EXPLORE YOUR STRENGTHS WORKSHOP

This affirming and interactive workshop is the perfect introduction to strengths and gives participants the tools they need to understand and apply their strengths immediately!

We can help you:

- build a culture of trust, inclusion and collaboration
- combat burnout and stress on the team
- provide a rich professional development boost
- engage your remote staff
- get people laughing again!

This workshop is generally 3 hours and can be offered virtually (in two parts) or as a half-day, live workshop on-site. Groups up to 50.

PHASE 2- EFFECTIVE TEAMS & PARTNERS WORKSHOP

Through the lens of strengths, people claim the best of what they have to offer, put egos and personal agendas aside, and get the best job done!

Ideal for Team Who Are:

- in transition due to high turnover, a reorganization or new leadership
- needing a reset after significant change, stress or upheaval
- working on high-stakes deliverables that demand everyone at their best
- committed to psychological safety and belonging
- looking to break down silos and improve collaboration
- seeking to engage remote employees

This workshop is generally 3 hours and can be offered virtually (in two parts) or as a half-day, live workshop on-site.

PHASE 3- STRENGTHS-BASED LEADERSHIP SERIES

Ensure that your people managers are equipped to incorporate this model into their management practices and fast-track their own leadership development.

This Workshop is for Managers Who Want to:

- fast-track their own development and effectiveness
- find easier ways to give feedback
- develop greater executive presence
- manage rapid change more effectively
- immediately boost employee engagement and retain key talent
- ensure the team meets critical performance outcomes

Four, 90-minute sessions. Minimum of 6 participants in cohort. Includes three individual coaching sessions per participant.

Other Services Include

EXECUTIVE COACHING

Are you looking to increase your leadership presence, impact or visibility at work? Perhaps you are feeling stuck or uncertain about the next steps. Or maybe you have received feedback that revealed some gaps in your effectiveness as a leader. Our coaching is grounded in what the best managers and leaders do differently and provides practical strategies you can incorporate in real time. Strengths Finder coaching offers a place to confidentially discuss and work through professional challenges while gaining clarity and confidence. Targeted goals for coaching are aligned with input from a sponsor or supervisor. Coaching can be combined with an interview based, 360 degree assessment.

COHORT PROGRAM FOR WOMEN

Women need support at critical career junctures so they know they are valued and can truly thrive. Research shows that women continue to face a broken rung at the first step up to manager: for every 100 men promoted to manager, only 86 women are promoted. And for women of color, the climb is even tougher. Embrace What's Next is a transformational program that provides a dynamic curriculum for women to discover their strengths to gain clarity and confidence, and create an actionable plan to move forward. This cohort-based series can be offered to existing affinity groups (women of color, LGBTQ+ women, women with disabilities, women in technology, newly promoted, early career women) or women across the organization.

FOCUS GROUPS

Focus groups allow for all voices to be heard, not just the loudest, or those who have access to decision-makers. We also know that employee engagement increases when people know that their opinion matters. Our findings will offer recommendations on identified areas so that leaders can target their time and energy on what matters most. Employees are often more willing to share openly and honestly with an external facilitator knowing there is no hidden agenda.

Higher Education clients receive a 25% discount on all services!
Please contact your Bentley HR Business Partner, or reach out to Strengths Now directly
at info@strengthsnow.com