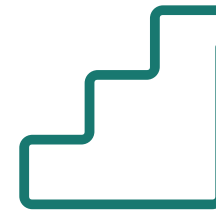


Strengths and High-Performing Teams



LEADERSHIP
DEVELOPMENT
PROGRAM

The logo for the Canadian Law Association of Regulatory Bodies (CLARB), featuring the word "CLARB" in white, bold, sans-serif capital letters inside a teal rectangular box.

CLARB

November 14, 2024
3:00 p.m. EST

Website Tech Tips and Reminders



Please mute your microphone unless presenting.



Chat function on bottom of screen is available – and presenters will see questions posted.



This event is being recorded. Recordings are posted on CLARB's "In the Know" page for members.



Closed captioning is available. To enable this feature on a computer, click "Live Transcript" and "Show Subtitle." For users on a phone or tablet, captioning will be enabled automatically.

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Reactions

Presenters

Maximizer

Ideation

Achiever

Communication

Includer



Veronica Meadows, CAE
Chief Strategy Officer,
CLARB

Significance

Command

Communication

Activator

Arranger



Jolene Rieck, PLA
Principal Consultant,
Emergent Strategies Group

Agenda

01

Benefits of
focusing on
strengths

02

Strengths at
CLARB

03

Small Group
Activity

Introductions

- Name, company, role, jurisdiction
- Share an instance where you have applied a strength to overcome a challenge or reach a goal

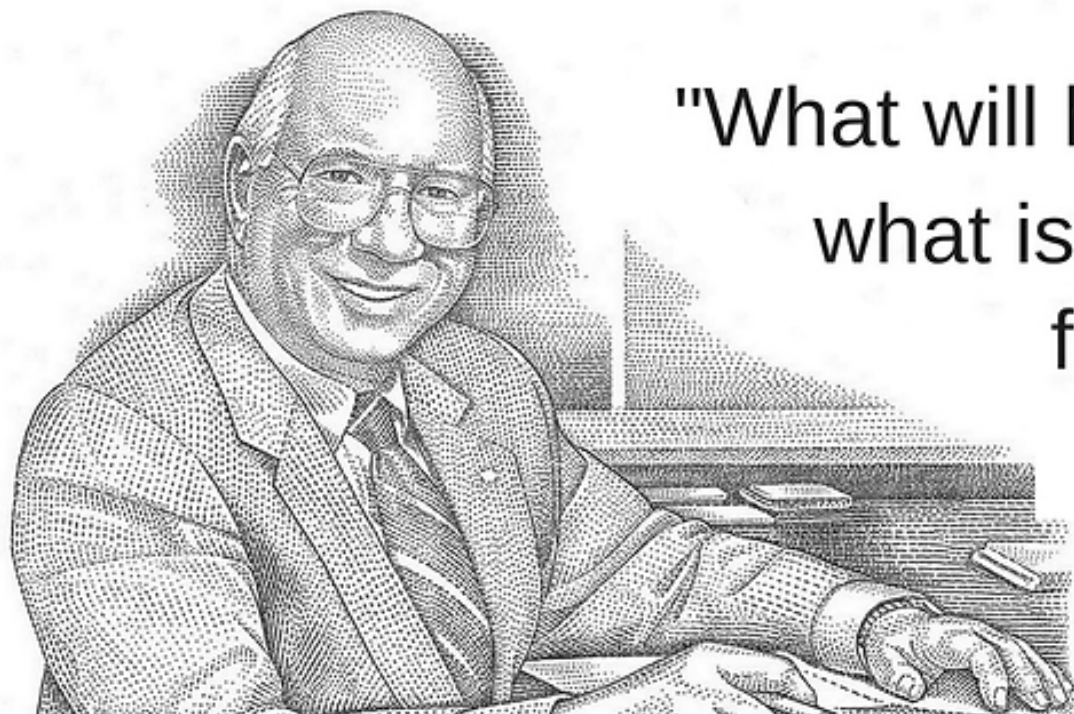




Benefits of Focusing on Strengths

Jolene Rieck, PLA

Principal Consultant, Emergent Strategies Group



"What will happen when we think about what is right with people rather than fixating on what is wrong with them?" - Donald O. Clifton

Talent \times Investment = Strength

Talent is a natural way of thinking, feeling or behaving

Investment is time spent practicing, developing skills and building a knowledge base

Strength is the ability to deliver consistent, near-perfect performance in a specific task



Why Use Strengths?





Individual Benefits

We know from research that people who use their strengths:

- Are happier
- Are more confident
- Have higher levels of self-esteem
- Have higher levels of energy and vitality
- Experience less stress
- Are more resilient
- Are more effective at developing themselves and growing as individuals

Individual Benefits of Applying Strengths at Work



HIGHER
ENGAGEMENT
LEVELS



INCREASED JOB
SATISFACTION



BOOSTED
WELLBEING



ENHANCED
PRODUCTIVITY



EFFECTIVE GOAL
ACHIEVEMENT

Employer Benefits

- Higher employee engagement
- Positive workplace relationships
- Improved customer service
- Stronger employer reputation
- Increased innovation and creativity
- Boosted productivity
- Reduced turnover





Leveraging Strengths

"Don't make strengths an event – strengths should become embedded in a team's culture."

- Hiring
- Onboarding
- Motivation
- Conflict
- Collaboration

How Can You Help Your Teams?

- Don't assume that employees know their strengths.
- Find ways to apply strengths in a team setting to achieve common goals.
- Use team meetings to help team members deepen their understanding of the strengths.
- Help employees align their greatest talents to the expectations and responsibilities of their roles.
- Incorporate strengths into performance and professional development conversations.
- Create a community of strengths advocates and champions to act as internal experts who help everyone in the company use his or her strengths.

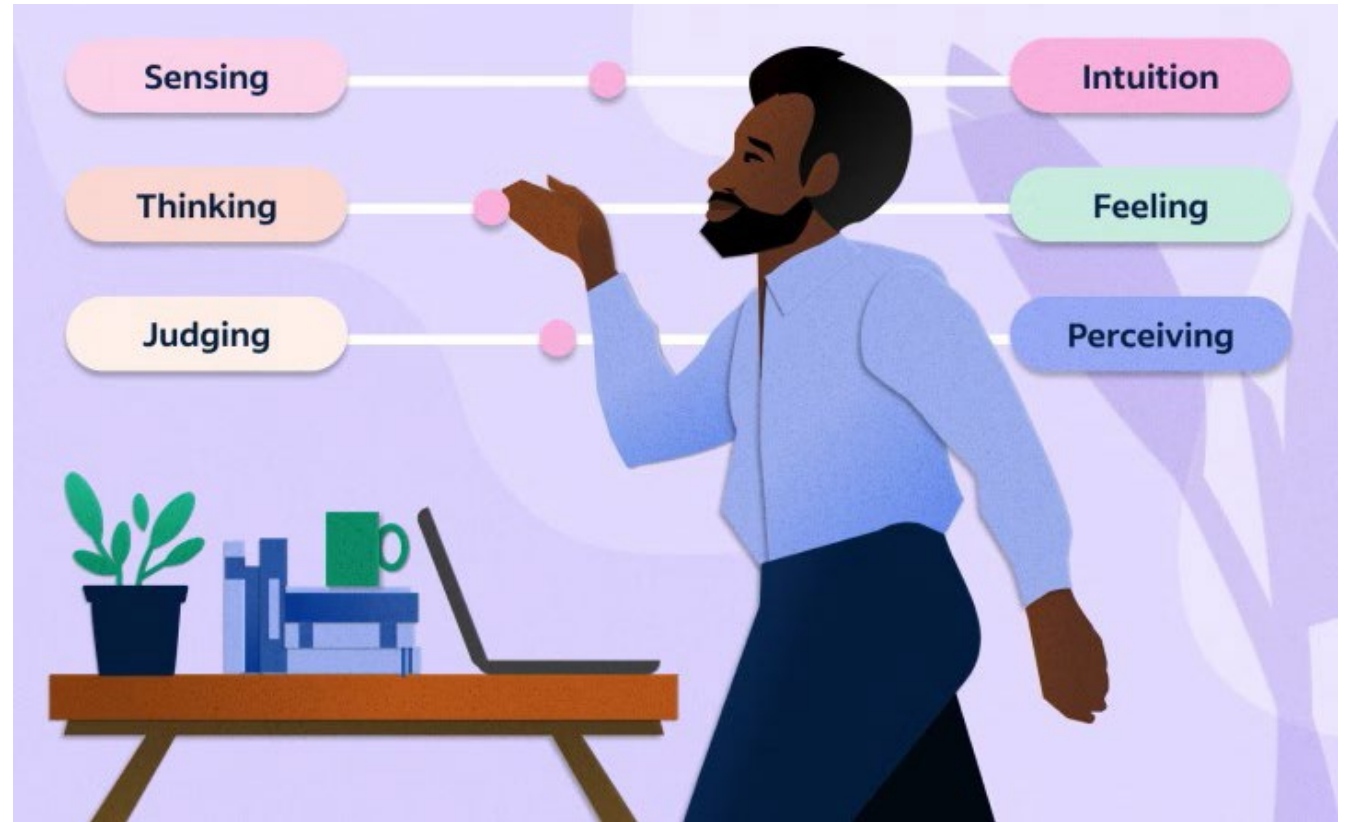






CLARB Use of Strengths

Veronica Meadows, CLARB Chief Strategy Officer



Different Types of Assessments

- Myers-Briggs
- DISC
- 16 Personality Factors Questionnaire
- Gallup StrengthsFinder

What is the StrengthsFinder Assessment?

A **personal development tool developed by Gallup** which provides an individual with their “Top 5” strengths. There are 34 different strength themes that are divided into four leadership domains - Strategic Thinking, Relationship Building, Influencing, and Executing.

A strengths-based team is a group of imperfect but talented contributors who are valued for their strengths and who need one another to realize individual and team excellence.



Understanding the Leadership Domains

Executing

- Knows how to make things happen

Influencing

- Knows how to take charge, speak up, and make sure the team is heard

Relationship Building

- Can build strong relationships that can hold a team together and make the team greater than the sum of its parts

Strategic Thinking

- Helps teams consider what could be. Has the ability to absorb and analyze information that can inform better decision-making

Strengths Within the Leadership Domains

Executing

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative

Influencing

- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-assurance
- Significance
- WOO

Relationship Building

- Adaptability
- Connectedness
- Developer
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator

Strategic Thinking

- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic

How CLARB Uses Strengths



Team Building



Collaboration



Interviewing

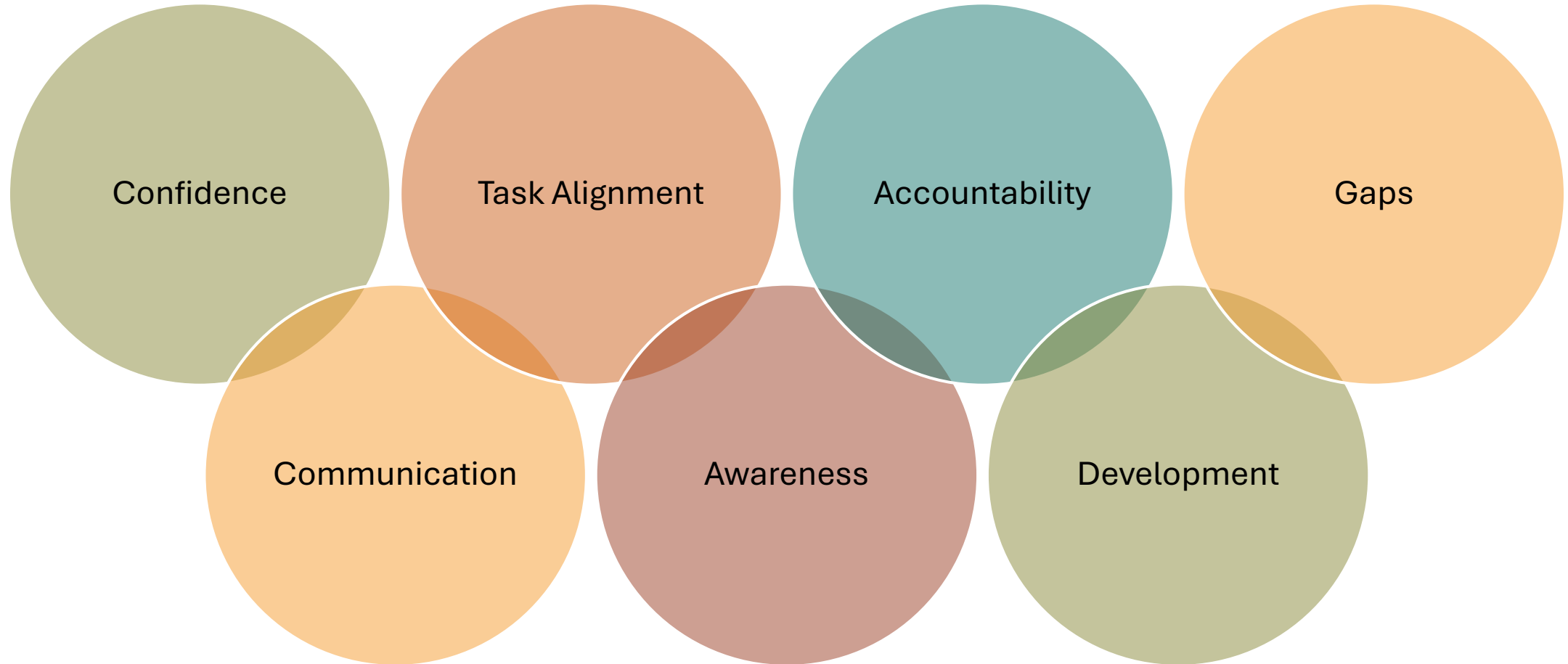
CLARB Team Strengths-Board of Directors

Executing									Influencing								Relationship Building								Strategic Thinking									
Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Wwoo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intellection	Learner	Strategic	
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CLARB Team Strengths-Staff

Executing								Influencing								Relationship Building								Strategic Thinking									
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CLARB Results





Small Group Activity

Breakout Discussions



Reflect

- What achievements are you most proud of and why?
- How do you handle conflict?
- How do you motivate a team?
How do you like to be motivated?
- What tasks come most easily to you?

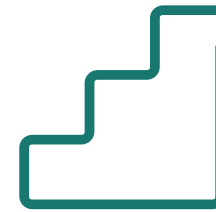
Please share your
thoughts!

Responses are requested by 12/1

*thank
you*



Thinking and Acting Beyond Orthodoxy



LEADERSHIP
DEVELOPMENT
PROGRAM



December 4, 2024

3:00 p.m.

Learn more at

www.clarb.org/leadershipdevelopment