

IMPLEMENTING A STRENGTHS- BASED APPROACH TO LEADERSHIP ON CAMPUS

October 31 - November 1, 2019 | Denver, CO



Learn how to leverage natural strengths to improve personal and team effectiveness.

OVERVIEW

In our current socioeconomic and political landscape, higher ed is undeniably a fertile ground for constant change and transition. It can be challenging to find stability, anchor yourself in your innate talents, and build an understanding of your team's most powerful strengths.

Join us for this one-of-a-kind workshop to build awareness of your own personal strengths and how they translate to your work and career trajectory and to learn how to apply a strengths-based lens to your team members, both direct reports and those within your sphere of influence.

Before this workshop, you will be asked to take the **Clifton StrengthsFinder** assessment, which will give you a detailed report on your top five natural strengths. During our 2-day program, **you will build a strategy outlining the implementation of a strengths-based culture at the individual and team level.** With the help of our expert facilitator, you will find answers to crucial questions, such as:

- How do you build a cohesive team that allows its members to recognize and leverage their biggest strengths?
- How can you put people in the right roles and on the right projects based on their strengths to achieve the optimum team dynamic and outcomes?
- How can supervisors use strengths in coaching conversations to help team members develop self-awareness, think big picture, and discuss future career directions?
- How can you better understand your team's current composition in terms of strengths to search for and hire to grow your team for success?

You will leave this training with a greater understanding of how you can leverage both your own and your team's individual strengths in the unique context of your higher education organization.

This program is highly an immersive experience and limited to just 35 participants to maintain a productive learning environment. We anticipate reaching capacity and encourage you to register and reserve your spot early.

FOLLOW THROUGH WITH SUCCESS COACHING

Have you ever gone to a training only to find that you came back with great ideas but don't have the time, support, or skills needed to make the changes?

Academic Impressions has produced thousands of trainings and we have learned that utilizing a coach after attending a conference helps provide accountability and bridges the training with the on-the-ground work of getting the job done.

As a result, **we are now offering success coaching** on select conferences.

- Purchase this training + 3 one hour follow up success coaching calls
- Work with an assigned coach who has extensive experience in higher ed.
- Get individualized support to help you follow through on what you've learned.
- Workshop your plans, run your ideas by someone and get additional help/practice.

To learn more, contact Patricia Sandler at patricia@academicimpressions.com or purchase the [Premium Pass with success coaching below](#).

WHO SHOULD ATTEND

This content of this program is beneficial and applicable across all levels and types of leadership, across both academic and administrative areas. Formal leaders in managerial positions, as well as informal leaders with dotted line reporting lines or influence on others are encouraged to attend.

HR professionals looking to establish a strengths-based culture on their campuses will also benefit from this training.

AGENDA

DAY 1: DISCOVERING YOUR INDIVIDUAL STRENGTHS

Registration, Welcoming Remarks, and Breakfast

8:30 - 9:00 a.m.

Building the Case for a Strengths-Based Culture

9:00 - 10:15 a.m.

We'll begin our orientation towards a strengths-based culture with a focus on positivity and growth at every aspect of individual, team, and organizational existence and functioning. Then we'll explore how a strengths-based culture that focuses on purpose and ongoing development motivates people and results in increased individual and team productivity, greater employee engagement, and improved quality of life.

Break

10:15 - 10:30 a.m.

Defining a Strengths-Based Development Model

10:30 a.m. - 12:00 p.m.

In order to build a shared framework, we will establish a common language and understanding of key concepts in a strengths-based culture, including: strengths, competencies, talents, abilities, skills, and knowledge.

Lunch Break

12:00 - 1:15 p.m.

Identifying Your Individual Strengths

1:15 - 2:45 p.m.

Based on the results from your Clifton StrengthsFinder Assessment completed before the conference, we will do an in-depth exploration of your top five strengths and explore how to leverage and cultivate them for increased engagement and future development.

Break

2:45 - 3:00 p.m.

Mapping Domains of Leadership

3:00 - 4:15 p.m.

With a strong foundational understanding of individual strengths, we can begin to explore strengths in relation to the larger team context. We will focus on what it takes to surround ourselves with the right people and maximize our team in a way that explores how to draw on individual talent and creativity in support of team productivity and long-term results.

AGENDA

DAY 1 (CONTINUED)

Networking Reception

4:15 - 5:15 p.m.

DAY 2: IMPLEMENTING A STRENGTH-BASED PERFORMANCE MODEL

Breakfast Breakout Groups

8:00 - 9:00 a.m.

Participants will have the opportunity to have breakfast with others based on shared interests and job responsibilities.

Implementing Individual Strengths Development

9:00 - 10:15 a.m.

We will begin our second day by focusing on the mindset required to implement a strengths-based culture on an individual, team, and institutional level by focusing on three steps: awareness, application, and action. You will outline ways to implement a strengths based performance model for individual success and ongoing professional growth.

Break

10:15 - 10:30 a.m.

Implementing Team Strengths Development

10:30 a.m. - 12:00 p.m.

With an individual plan in place, you will design an implementation plan at the team level. Following the three steps of awareness, application, and action, you can design a plan that outlines goals and draws on an understanding of your specific team's strengths.

Lunch Break

12:00 - 1:15 p.m.

Implementing a Comprehensive Strengths Development Model

1:15 - 2:45 p.m.

You will draw on the individual and team strengths implementation plan and learn the tools necessary to build a strengths-based culture on your campus.

Break

2:45 - 3:00 p.m.

AGENDA

DAY 2 (CONTINUED)

Putting your Implementation Plan into Action

3:00 - 4:15 p.m.

Drawing on the insights you have learned and generated about building and implementing a strength-based culture, you will design an action plan that has clear priorities that allows for sustained growth and sustainability, with mechanisms for support and accountability.

INSTRUCTOR

Therese Lask

Talent Development Specialist, Colorado State University

Dr. Therese Lask is a Training Specialist. Therese has worked in higher education for more than 25 years and as a consultant for the Gallup Organization for four years. As a consultant, Therese has helped organizations infuse a strengths-based culture to assist with building teams and helping individuals contribute their best at work. She has a bachelor's and master's degree from Colorado State University and a Doctorate in Higher Education Leadership from the University of Northern Colorado. Therese has published numerous articles, workbooks, and a book, *Your Life as a River*, on the topic of strengths development.

Her areas of expertise include: strengths development, strategic planning, wellbeing, hope, multi-generational workforce, change, professional resilience, and career exploration.

LOCATION

October 31 - November 1, 2019 | Denver, CO

Hotel:

Grand Hyatt Denver

1750 Welton Street

Denver, CO 80202

303.295.1234

Room rate:

\$189 + tax

Room block dates:

The nights of October 30 and 31, 2019.

Room block cutoff date:

October 9, 2019.

Reserve Your Room: Please call 303.295.1234 and indicate that you are with the Academic Impressions group to receive the group rate. Please book early - rooms are limited and subject to availability.

The Academic Impressions Experience



Intimate, workshop-style trainings with personalized attention



Trainings are practical and action oriented so you can hit the ground running



Carefully vetted expert instructors who are also practitioners in the field



Learner-centric and designed for interaction and collaboration



Highly recommended:
9 out of 10 participants recommend our trainings to colleagues