

STRENGTHS DEVELOPMENT



“Become what you are.
Do what you alone are capable of doing”
- Nietzsche

A training program that focuses on developing existing strengths

Designed for organizations wishing to permanently enhance the services they provide their collaborators :

1. **To promote well-being** in the service of efficiency
2. **To facilitate** the emergence of natural excellence
3. **To encourage** new methods of organization, conduct, knowledge-sharing, and both personal and collective development

GOALS & TOOLS

The **proposed tools and methodologies** are based on the latest work of *Positive Psychology* and draw inspiration from techniques developed by the *Strength Movement* and *Personal Branding*. They are designed to promote **engagement, productivity** and the **personal satisfaction** of each individual within an organization.



5 TRACKS DEVELOPMENT PROGRAM

Organized along 5 tracks, this programme is led by professionals working from their personal strengths and expert in detecting the talents of others :

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|----------------------------------|--|
| 1. strengths booster | Discover and take ownership of one's own strengths in order to express one's full potential |
| 2. strengths leadership | Learn to rely on one's own strengths in order to guide and inspire collaborators |
| 3. strengths motivation | Take account of each individual's strengths in order to build effective project teams |
| 4. strengths integration | Combine the strengths of each individual in developing and assigning roles within the organization |
| 5. strengths branding | Communicate one's strengths effectively so as to become recognised for one's areas of excellence |



STRENGTHS | BOOSTER

Context

A person’s potential can’t be reduced to competencies alone - other factors must be taken into account: talents, values, passions. To disregard or overlook these risks failure to get the best out of each individual in the organization.

Benefits

Ceasing to focus on weaknesses and capitalizing on strengths sets off a spiral of positive development in managing human resources:

- **Enhanced dynamism**, motivation, engagement, loyalty
- **Increased** day-to-day efficiency
- **Strengthened** team spirit (each is focused on his/her own strengths rather than the weaknesses of others)

Methodology and tools

A guidance and support process that integrates both group work and individual monitoring, based on the tools developed by *Positive Psychology*:

- **Assessment of talents** (identification of each individual’s five principle talents, according to list established by the *Gallup Organization*)
- **Assessment of qualities** (identification of the 5 dominant character traits, according to the list established by the *VIA Institute on Character*)
- **360°** (assessment of how we are perceived by our colleagues - conducted anonymously via online platform)

Details

- **Individuals** : 3 x 2 hour sessions, over the course of 1 month
- **Groups** : 2 x 1 day (with a 15 day interval), for a group of 4 to 12 persons (2 trainers for groups of more than 6 participants)
- **Preliminaries** : participants should take the 2 assessments online (talents & qualities)
- **Rates** : 660€ /person, excluding VAT





STRENGTHS | LEADERSHIP

Context

The best leaders combine three important qualities: they understand their own **strengths** and those of their collaborators; they build their teams by combining the **complementary** strengths of each member; they're attentive to the basic **needs** of those whom they lead. Leaders who don't take these factors into account risk failure to unite their teams or to help them progress.

Benefits

Leaders can establish a durable and effective leadership position by building on their strengths to improve their manner of expression as well as their ability to respond to their collaborators' expectations.

Methodology and tools

An individual guidance and support process based on the tools developed by *Positive Psychology* and *Personal Branding* :

- **Application** of individual talents in the 4 areas of leadership expression (based on the standards established by the *Gallup Organization*)
- **Identification** of the 4 basic needs of followers
- **Creation** of a personal development program for leaders to improve their ability to meet collaborators' expectations and better motivate them.

Details

- **Individuals** : 3 x 2 hour sessions, over the course of 1 month
- **Preliminaries** : participants must already have completed the **strengths|booster module**, and have experience in managing a team
- **Rates** : 660€ excluding VAT





STRENGTHS | MOTIVATION

Context

Within a team, **motivation** is often tied to each individual's most pronounced **talent**. Failure to recognise these talents could risk disengagement and lack of commitment.

Benefits

Learning to engage the talents and motivations of each individual means building the foundations of greater cohesion and efficiency within the team.

- **Facilitate** interpersonal communication
- **Encourage** active cooperation
- **Inspire** the search for excellence

Methodology and tools

Combine talents and motivations through group exercises and by using a personality tool that is esteemed for its relevance and effectiveness:

- **Identification** of the 5 principle personality types and their relationships to other types (based on the dynamic model established by the *Evolutionary Enneagram*)
- **Correlation** of each individual's talents and motivations with their assignments within the group

Details

- **Groups** : 2 x 1 day (with an interval of 0 to 15 days), for a group of 4 to 12 persons (2 trainers for groups of more than 6 participants)
- **Preliminaries** : participants must already have completed the **strengths|booster module** and have completed an online personality assessment
- **Rates** : 660€ /person excluding VAT





STRENGTHS | INTEGRATION

Context

The successful integration of an individual into an organization involves more than simply performing the specific tasks listed in a job description. How can one make the most of a person's **potential**, allowing him or her to take on inspiring **roles** on projects that stretch the common boundaries of the job? Failure to provide the means of answering this question could result in lack of motivation and attrition.

Benefits

Helping people to perform their jobs with their own personal touch, individual style, capabilities, strategies, not only promotes engagement and efficiency - it sends a strong signal of respect for the personal dimension within an organization :

- **To establish** the organization as a personal growth environment, to promote and value human capital
- **To encourage** versatility and development : being able to assign missions, rather than narrowly defined jobs
- **Inspiring** each individual to become a spokesperson and ambassador for the organization

Methodology and tools

A guidance and support process for individuals or groups, based on the tools developed by *Positive Psychology* and *Personal Branding* :

- **Identification** and appropriation of the full range of personal resources, validated by professional experience
- **Reconciliation** of individual resources with the organizational environment
- **Application** of winning strategies to the challenges presented by the roles and functions to be taken on within the organization

Details

- **Individuals** : 3 x 2 hour sessions, over the course of 1 month
- **Groups** : 2 x 1 day (with a 0 to 15 day interval), for a group of 4 to 12 persons (2 trainers for groups of more than 6 participants)
- **Preliminaries** : participants must already have completed the **strengths|booster** module
- **Rates** : 660€ /person, excluding VAT

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STRENGTHS | BRANDING

Context

How we are perceived by others (clients, colleagues, investors) doesn't always represent **the best that we have to offer**. Failure to develop a positive personal communication approach risks the possibility of lost opportunities and misunderstandings.

Benefits

When we present ourselves in terms of what we know best and enjoy doing, we improve our chances of being engaged to do the work that brings us the greatest satisfaction. This is the passport to natural excellence:

- **To be in tune** with oneself and others
- **To promote** a spiral of positive development
- **To be 'in the zone'** and shine forth

Methodology and tools

The *Personal Branding* process deployed in the service of either external or internal communication:

- **Definition** of goals and communication strategy
- **Application** of the 5 keys of successful branding
- **An action plan** and initialization of communication content

Details

- **Individuals** : 3 x 2 hour sessions, over the course of 1 month
- **Preliminaries** : participants must already have completed the **strengths|booster** module, and have completed an online 'digital identity' assessment
- **Rates** : 660€ excluding VAT





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