

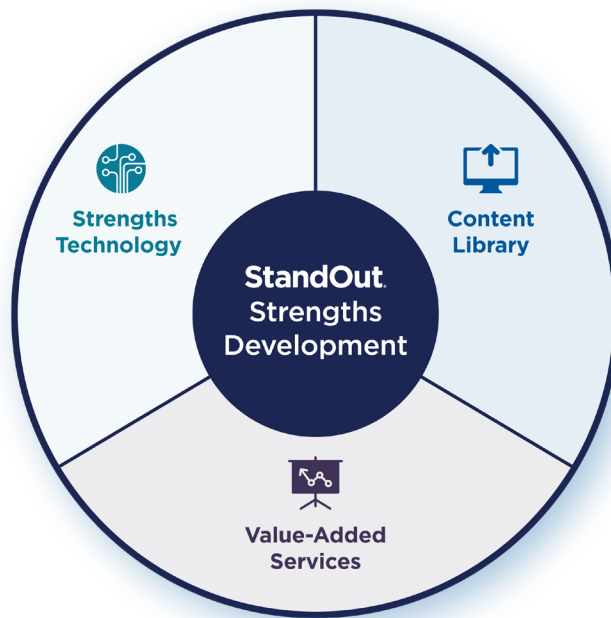
# StandOut<sup>®</sup> Strengths Development



# What Is StandOut Strengths Development?

StandOut Strengths Development is a ready-to-use collection of strengths-based learning and services that build engagement, drive performance, and help people thrive at work. It includes StandOut **Strengths Technology**, a growing **Content Library** (including strengths-based eLearning, videos, tools, instructor-led workshops and certifications), and **Value-Added Services** that will empower all of your team leaders and team members to access the best of themselves and make their greatest contributions.

With a library of strengths-based content at your fingertips, you can easily find the right resource to fit your team's needs at any moment. Built on insights from StandOut's ongoing strengths coaching and research practices, all of the content is presented in a hallmark entertaining style that makes learning feel less like a chore and more like something your teams will seek out.



## Who Is It For?

**StandOut Strengths Development** is perfect for any organization seeking to create a strengths-based culture. It will appeal to:

- **HR and L&D Professionals** seeking ready-made yet flexible solutions to deliver consistent, impactful learning and coaching that enhances individual and team growth.
- **Organizations** that want a comprehensive, strengths-based toolset to foster a culture of growth and continuous personal development across all levels.
- **Team Leaders** who want to build cohesive, motivated teams and drive high performance by tapping into each team member's strengths.
- **Team Members** seeking empowerment to bring their strengths to work every day and contribute more of what they love to do.

# What Is Included?



## Strengths Technology

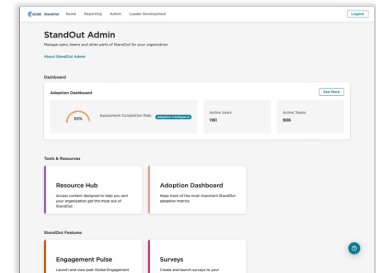
StandOut strengths technology provides ongoing access to strengths coaching insights and team collaboration tools.

### StandOut Assessment

Identifies people's Top 2 Strength Roles based on a 15-minute assessment and personalizes content based on them.

### Coaching Channel

Provides a steady drip of tips and strategies from world-class professional coaches with practical insights on how to leverage strengths.



### Snapshot

Shows the best ways to work with team members based on each person's unique strengths.

### Team Activities

Boosts team connection through simple guided activities that help people learn about each other.

### Admin & Reporting

Enables you to manage your platform and resources to support adoption.



## Content Library

### Workshops (deliverable in person or virtually)



#### StandOut Team Member\* (90-Minute Workshop)

Brings out the best in team members by teaching them to focus on their strengths.



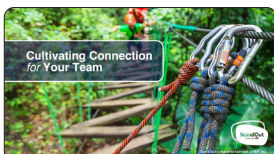
#### StandOut Team Leader\* (90-Minute Workshop)

Empowers team leaders with essential skills to inspire and elevate their teams.



#### Coaching Essentials for Team Leaders\* (90-Minute Workshop)

Equips team leaders with foundational coaching skills to elevate individuals and enhance team performance.



#### Cultivating Connection for Your Team (90-Minute Workshop)

Deepens interpersonal connections within teams based on shared values and strengths, fostering a stronger, more unified organization.

*\*Requires certification*



## Content Library (continued)

### eLearning

#### StandOut Strengths Foundations (SCORM)

Focuses on the core concepts in StandOut's strengths-based approach to work, guiding participants through a deep dive into what their strengths are and how they show up at work.

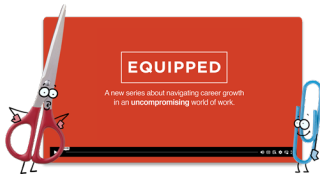


#### Discover StandOut (SCORM)

Focuses on how team members and team leaders can make the most of strengths by using the StandOut Platform and its tools, including the Assessment, Check-Ins, and Engagement Pulse.



### Video Series



#### Equipped: Career Animated Series

Sparks exploration of common career challenges, providing strengths coaching insights to help people take a more empowered approach to navigating their options and crafting a career that matters to them.



#### Connections Animated Series

Showcases how the StandOut Platform's features empower users to connect with their work — and with each other — while simplifying leadership for team leaders.

### COMING SOON!

New content releases at least two times per year, based on StandOut's Strengths Coaching and research practices that provide ongoing insights into people's needs and challenges at work.



## Value-Added Services

StandOut Strengths Development includes Value-Added Services that support the integration of StandOut learning within your organization.

### Facilitated Workshops & Events

Have our StandOut Facilitators deliver one of our interactive or broadcast-style sessions. Available as either virtual or in-person deliveries for individuals, teams, leaders, and executives.

### 1:1 Coaching

Have our StandOut experts deliver coaching directly to your people, from a single 1-hour StandOut Debrief to multi-session coaching engagements for individuals, teams, leaders, and executives.

### Certifications

Scale learning by certifying internal trainers to deliver your own StandOut workshops and/or StandOut Debrieves, including the flexibility to integrate the content into your Leader Development programs.

### Consulting Services

Collaborate with experts to help you weave StandOut content into your existing Leader Development ecosystem; create custom learning journeys; apply StandOut's strengths approach to specific topical needs; or get 1:1 post-certification support for facilitators.

## How to Get Started

StandOut learning and coaching content is flexible so you can blend the delivery and training components to suit your organization's needs. All you need to do is download the content and/or upload the digital courses to your LMS, have a member of your organization StandOut certified, then launch with your teams and leaders.

To get started with ***StandOut Strengths Development***, contact your Talent Solutions Partner, or reach out to [sales@adp.com](mailto:sales@adp.com).

