



LEADER DEVELOPMENT OFFERINGS

Activate talent with strengths-based education and coaching experiences.

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Keynotes

(Ideal for large audiences)

Our keynote events are designed to inspire large audiences and introduce people to the strengths-based approach in an interactive way. All Keynotes are 60 minutes in length.



Unleash Your Strengths (for all employees)

Helps your employees build their dream jobs — right where they are.

- Explores a new definition of strengths that creates the foundation for unlocking your people's potential.
- Introduces simple techniques to identify personal strengths.
- Kickstarts your company's strengths journey for all employees.



Leading from Strengths (for people managers)

Helps team leaders build habits that unlock strengths.

- Explores methods for discovering each leader's unique style and capabilities.
- Demonstrates impactful ways team leaders can cascade the strengths-based approach to team members.



The Power of Strengths-Based Coaching

(for people managers and coaches)

Inspires leaders to embrace coaching as a way to unlock team members' unique talents.

- Reveals the power of adopting a strengths-based mindset.
- Introduces seven guiding principles of strengths-based coaching.
- Explores a simple model to guide coaching conversations.



The Power of Teams (for intact teams or leaders)

Explores the four keys to drive team engagement through the power of strengths.

- Explains the impact that teams have on engagement levels.
- Discusses the secret ingredients that make a team stand out from other teams.



Workshops

(Ideal for groups of 10–30 people)

Our workshops are designed to challenge thinking, build capacity, and empower employees to thrive at work. Available in a variety of modalities.



StandOut Team Member (for individual contributors)

Get people playing to their strengths every day.

- Discover the value of adopting the strengths-based mindset.
- Discuss StandOut results — what fits you in your Top 2 Roles?
- Build new skills and techniques to leverage strengths at work.



StandOut Team Leader (for people managers)

Turn people's talent into performance.

- Discover what the world's greatest team leaders do differently.
- Shift mindsets to see things through the lens of strengths.
- Identify and leverage personal and team strengths.
- Experience the power of frequent Check-Ins.



StandOut Team (for intact teams of 4–15 people)

How to build high-performing teams.

- Create your team's purpose and align on shared values.
- Discover how StandOut Roles and strengths provide a powerful basis for teamwork.
- Create a Game Plan capturing team commitments and rituals.



Coaching Essentials for Team Leaders (for managers)

Give your team leaders practical coaching skills.

- Learn a strengths-based coaching model that can be applied in any interaction with team members.
- Develop skills to ask powerful questions and reframe situations.
- Practice the 6 steps of a coaching conversation

CERTIFICATIONS

Private or public certifications are available to train your organization's facilitators to deliver, providing a cost-effective way to scale impact.



Individual and Team Coaching

Our strengths-based coaching, delivered by seasoned professional coaches, is designed to accelerate individual performance and sustain positive behavioral change.



1:1 StandOut Assessment Coaching Debrief (60-minute session)

This individual coaching session explores coachees' StandOut assessment results and helps people intentionally play to their strengths.



1:1 Team Leader Coaching (3–6 month engagement)

This coaching offers practical tools and guidance that help a team leader drive team performance.



1:1 Executive Coaching (6–12 month engagement)

Reserved for senior leaders, this coaching focuses on the challenges and opportunities involved with being an executive in a fast-paced, ever-changing world.



StandOut Executive Team Coaching (4–6 hour session)

Reserved for executive or leadership teams, this program is designed to help a team create alignment on specific goals, challenges, and opportunities. Executives will learn proven techniques to unlock the best of themselves and those they work with, and apply this new approach to the team's and organization's most pressing current needs — all in collaboration with a seasoned executive strengths coach.

CERTIFICATIONS



StandOut Debrief

This certification program trains coaches to deliver a highly personalized StandOut assessment debrief, using the context of people's lives to expand their awareness and understanding of what they bring, and how their Top 2 StandOut Roles best serve them.



StandOut Strengths Coaching

This program allows organizations to scale coaching by empowering key people with strengths-based coaching skills. Through classroom learning, 1:1 mentoring with a TMBC-certified coach, and peer-to-peer coaching, this program builds a solid foundation for becoming a strengths-based coach.