

Gallup Strength Coaching

Gallup's Strength Based coaching

Gallup Strength based Coaching (www.gallupstrengthcenter.com) is suitable for all professionals. They can be an individual contributors, a manager, a leader or an Organization, who want to introduce strength-based culture for employee engagement and performance excellence.

According to an extensive research covering millions of people, Gallup came up with an observation that human behavior can be correlated to 34 talent themes.

An online assessment test and subsequent Coaching by a Certified Coach, results in Coachee getting deeper insights into their dominant Talents and apply the same in their journey towards performance excellence & enhanced engagement in professional and social circles.

Gallup Strength based Assessment Test helps you

1. Gain insights into Dominant Talents.
2. Gain insights into "Lesser Talents"
3. Get Reports for deep dive discussions with the Coach
4. Theme Pairing and Interventions for performance excellence,

About Coach.
Ravindra Talwai



Ravi is a Gallup Certified Strength Coach. He brings in 30+ years deep industry expertise in Global IT Services, people transformation, Leadership development and managing multi-cultural Global teams. He has engaged with Fortune 500 Clients across the Globe and has lived in India, Europe and the Middle East.

His Coaching approach is enriched with practical insights and examples resulting in a meaningful outcome and an Individual Development Plan.

“Strengths Boost Employee Engagement”

5. Understand what best differentiates Individuals and Teams.

How does it work?

1. This test is about behavioral scenarios and your instinctive response for each of the paired questions.

2. Access code for this test can be purchased for **USD. 49.99** from www.gallupstrengthcenter.com for reports on all 34 Talent Themes. There is an option to take test for only Top 5, Signature Themes for **USD 19.99**.

In addition to the above, Coaching Fee has to be finalized with Gradient M team, depending on specific requirements.

Increase in customer engagement by upto 7% and employee engagement by upto 15%

Coaching Plan

For Individuals

4 Sessions of 1.5 Hr. each (F2F or Skype/Telephonic) for discussion on all 34 themes. These sessions are spread over, 3-4 Weeks.

Session 1

Explain Strength based approach for development.

- Understand all Reports from Clifton Strength Finder Assessment.

Session 2

Further deep dive into reports and correlate to practical scenarios.

- Discuss Dominant Talents, Lesser Talents.

- Discuss all 34 themes in Theme Sequence Report.

Benefits

1. Gallup Clifton StrengthsFinder helps organizations increase performance on key performance outcomes.

2. Building a strengths-based workplace can help organizations increase customer engagement by up to 7% and employee engagement by upto 15%.

3. The relationship between strengths-based development and performance is significant — and highly generalizable across organizations.

4. Strengths-based development consistently affects key performance outcomes, regardless of the organization's industry or country.

Session 3

Understand Concept of Talent Theme Pairing.

- Gain Insights into Strength Domains (Strategic, Execution, Influencing & Relationship).

- Find opportunities for improvements and partnerships.

Session 4

Develop Individual Development Plan. How dominant Themes can intervene to accelerate your journey towards excellence in Professional, Social context.

Coaching plan for teams and their Managers

For Teams:

- Coaching is spread over 6-8 Weeks.
- 2 Group sessions of 3 Hours each.
- Individual offline sessions for team members and Managers.

Session 1

Group Session on Strength Based Coaching: 3 Hours

Session 2, 3, 4 Individual Coaching Track done F2F or Skype/remote.

Session 2,3,4 for Coaching the Manager.

Session 5 (Group Session) -3 hours.

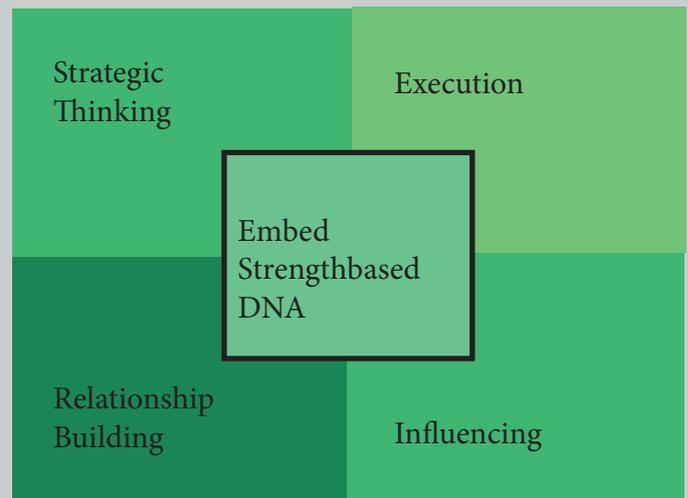
Understand Strength Profile of entire Team, opportunities for partnerships, levers to improve performance and employee engagement.

Follow Up

Sign off Team Level and Individual Level development plans.

Further follow up sessions could be discussed and agreed to track progress vs plan.

Embed Strength Based DNA In Your Company`



What are typical Application Scenarios?

1. New Manager assimilation, engagement with Team
2. As an enabler for building High Performance Teams.
3. Low Performance, High Attrition Teams.
4. Build a new Team for a New Program- it is important for Leader and individual team Members to understand each other strengths, partnership opportunities etc.
5. Leadership Coaching.
6. For Young Professionals who would need an independent and practical Coaching.