



FACT

GALLUP CERTIFIED
Strengths Coach

COURSE DURATION

- Half-Day Discovery

WHO SHOULD ATTEND

- All DevOps Team Members
- Product Owners
- Developers, Testers & Engineers
- Architects, Business Analysts & support roles

WHAT WILL YOU LEARN

- Identify innate talents
- Understand team talents
- Create Team Strengths Profile
- How to align talents to team goals

PREREQUISITES

- Complete the 30 minute online Strengths Assessment

COST

- \$950+GST

Includes:

- four hour workshop
- 30-minute online assessment
- personalized Strengths Report
- Gallup Strengths Portal Access
- e-Learning Strengths Module
- StrengthsFinder 2.0 eBook
- detailed workshop materials

Bonus offer

Gallup Q12™ Team Engagement Assessment for DevOps team up to 15 people.

Optimizing DevOps Teams

DevOps Teambuilding

The DevOps Agile Skills association (DASA) have noted that in the new ways of working,

*“successful IT people will be those who can truly find a way to work in a team with a large diversity of backgrounds and points of view. **Team-Building is a critical skill to ensure that the various IT engineers with their diverse backgrounds work together in an effective way.**”*

CliftonStrengths® Discovery Course for DevOps Teams

Becoming an optimized DevOps team begins when you apply your unique talents. This course will change the way you work in teams and will impact the rest of your life. You will learn how to identify what you do best and how to maximize your potential by using your CliftonStrengths.

Understanding one’s natural talents is just the beginning of your strengths discovery journey. This course will take participants beyond a foundational awareness of their strengths to help them identify ways to intentionally invest in their innate talents to apply in their work and life.

What You Can Expect

During this course, participants will get new strategies to help them apply their talents to increase their effectiveness in their teams, work and life. The insights gained will help teams to rapidly move into Level 3 & 4 in the DASA Skills Maturity Model for Teambuilding.

The Four DevOps Skill Areas

Courage: Evangelism, coaching, self-confidence, proactivity, reflection, trust, open discussions, experimentation, fail fast, courage to change.

Teambuilding: Understand the other’s point of view, collaboration, mutual accountability, common purpose, ability to integrally support the service/product.

DevOps Leadership: Facilitating teams to high performance, humility, transparency, Service lifecycle mindset, Stakeholder management.

Continuous improvement: Today we do our work better than yesterday, kaizen mindset, quality at the source, first time right, knowledge-sharing, ability to adapt.



DASA Maturity Model – Teambuilding Skill Area				
Level 1 – Novice	Level 2 – Competent	Level 3 – Proficient	Level 4 - Expert	Level 5 - Master
Group of individuals without a clear common purpose. No focus on creating common work products or results. Individuals do their best.	Individuals realize that they have reached the limits of what is possible as individuals and seek to identify how they can increase their impact on both their surroundings, the customer and their individual development.	Forming/Storming phase of teambuilding. Individuals find their place in the team, taking on a specific role. Team starts to take ownership of their area of responsibility. Initial signs of accountability.	Norming/Performing phase of teambuilding. Team members become aware of their mutual strengths and weaknesses and optimize the way of working based on this knowledge. Team members encourage learning within the team.	Multi-disciplinary team with all skills required to provide the services required autonomously. Large overlap in skills and knowledge between team members. Team members are able to switch between roles within the team. The team is fully mutually accountable.

DevOps team members will:

- discover how to make a difference in their Teams by doing more of what they naturally do best
- acquire tools and insights that will help them apply their strengths to achieve greater productivity, engagement and happiness
- understand how all of their CliftonStrengths themes, separately or together, influence their work and personal life
- develop strategies to help them use their strongest CliftonStrengths to accomplish specific team and individual targets, goals and aspirations
- practically combine their talents with others’ in their teams to achieve greater success



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MORE INFORMATION

- CliftonStrengths® is the leading strengths-based assessment
- Over 20 million people have completed a CliftonStrengths® assessment.
- 95% of Fortune 500 companies have used Gallup® team solutions.
- Accenture have rolled out CliftonStrengths® to over 400,000 employees globally.
- Visit GallupStrengthsCenter.com

Course Outline

Welcome and Introductions

DevOps Overview

- 4 Skill Areas and 8 Knowledge Areas
- DASA Maturity Model
- Teambuilding Skill Area Deep Dive

CliftonStrengths™ Discovery

Discover your path to Excellence

- Introduction to some of the revolutionary findings from Gallup's research on excellence, strengths and performance.

Putting a Name to your Talents

- Review and analyse your CliftonStrengths Personalised Report.

Claiming your Power and Edge

- Deep dive into the CliftonStrengths Talent Themes. Gain insights into how talents manifest themselves in their daily lives and how they can help them achieve personal and team goals.

Aiming your Talents at Excellence

- Identify how to purposefully invest in your talents to accomplish goals and desired outcomes.

Your Pursuit of Excellence

- Gain a framework for spotting talents in action and learn how to apply talents to real world situations.

Strengths Accelerate in Response to Others

- Participants gain a process they can use time and time again to share their strengths with others and support the strengths of others.

Develop your Strengths, Manage your Weaknesses

- Explore the potential mis-application of talents and explore ways to be more intentional about the positive application of dominant talents.

DASA Self-Assessment

- Conduct Maturity Model Self-Assessment

Claim your Path toward Excellence

- Create Team Strengths Profile
- Develop Productive Partnership List
- Build a set of actionable next steps to more intentionally use strengths every day to help accomplish a personal mission and most important goals.

Post-Course Activity:

- Redeem State-of-the-Team Voucher
- Measure Team Engagement & benchmark to global teams.
- Review Best Practice Recommendations
- Create and Implement Action Items



Fast Agile Coaching Training



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