

Understanding RLD Group's CliftonStrengths® Services



Create and Sustain Exceptional Performance

CliftonStrengths® is a powerful assessment administered by Gallup that guides individuals to recognize, understand, and build on their strengths – their unique blend of skills, talents, and knowledge.

RLD Group combines an expert coaching experience with their proprietary FIRM Leadership model to ensure each participant comes away from RLD Group CliftonStrengths® experiences with increased knowledge of their own strengths, their teammates' strengths, and practical methods to maximize them.

This enables your organization to prevent burnout by connecting more effectively, especially in a hybrid work-world, and excel in the four critical organizational competencies - execution, influence, relationship building, and strategic thinking.



40 years of Gallup research proves that when people regularly have the opportunity to focus on their CliftonStrengths® at work they are:

3x more likely to report having an excellent quality of life.

6x more likely to strongly agree that they have the opportunity to do what they do best every day.

6x more likely to be engaged in their jobs.



OUR CLIENTS CONSISTENTLY REPORT:

- ✓ Decreased anxiety and stress.
- ✓ More effective team interactions.
- ✓ Getting better results with less effort.
- ✓ New insight to more effectively build stronger teams.
- ✓ Increased productivity by learning to delegate efficiently.
- ✓ Experiencing renewed enthusiasm in their roles.

INSIDE RLD GROUP'S CLIFTONSTRENGTHS® EXPERIENCE:

- CliftonStrengths® Assessments
- Results Deep Dive
- Customized Workshop Offerings
- Sponsor Debrief/Keep Alive Toolkit



I STRONGLY RECOMMEND RLD GROUP

if you are looking at improving organization efficiency, execution, and productivity by focusing on developing strengths in people, process and tools.

Praveena Vajja
Product Leader | Board Member



CliftonStrengths® Results Deep Dive

Individual Results & Action Plan Development

Maximizing the investment in CliftonStrengths® assessments requires a deeper understanding and a detailed roadmap for how to leverage those strengths, reduce conflict and uncover "blind spots."

At RLD Group, we offer personalized 1:1 sessions with each participant to go deep on the results of their assessment and create a focused action plan to implement the use of their strengths in their work and life.

Greater self-awareness, together with an understanding of colleagues' talents, enables authentic, appreciative, and productive working relationships.



The CliftonStrengths® Deep Dive is a two-hour, individual session with a Gallup-Certified CliftonStrengths® Coach to explore your full 34 Report.

THE DEEP DIVE INCLUDES EXPLORING:

- ✓ Signature, Dominant, Supporting & Lesser Talents
- ✓ Rare Talent Themes
- ✓ Managing Weaknesses and Blind Spots
- ✓ Talents in Action

INSIDE YOUR RESULTS DEEP-DIVE EXPERIENCE

- CliftonStrengths® Assessment.
- Individual results report.
- Digital Workbook & Post-Workshop Action Planning Tool.
- 60-minute Debrief with Sponsor + Detailed Team Strengths Analysis.



PARTICIPANTS RECEIVING STRENGTHS-BASED DEVELOPMENT EXPERIENCE:



HIGHER EMPLOYEE ENGAGEMENT



INCREASED PERFORMANCE



LOWER ATTRITION



UNDERSTAND YOUR NATURE AND WHAT YOU NEED TO USE SKILLS TO BALANCE.

When you know yourself better and don't have concerns for some characters, you will be encouraged to make the right decision or movement, and don't need to have too much self-doubt.

Flora Cheng
Tech Leader



CliftonStrengths® Workshops

Create & Sustain Exceptional Performance



TEAMS & INDIVIDUALS

WORKSHOP CONTENT OVERVIEW

PART 1: UNDERSTANDING YOUR OWN STRENGTHS

- Understand individual results of the CliftonStrengths® and discover unique strengths within the context of coworkers' talents and strengths.
- Articulate your top 5 strengths and map them to your job function and responsibilities.
- Understand the correlation between the focus on strengths and increased engagement, energy, productivity, and overall well-being.
- Expand the daily utilization rate of your strengths.
- Recognize when you're overusing a strength and manage your strengths for your greatest productivity.
- Flex your style for greater influence – tailor your communication and presentation style to the needs (strengths) of your audience.



"RLD Group brought two critical lenses to the [Strengths Finder] discussion - Team Dynamics and as a Burnout Prevention Tool, especially in a hybrid virtual working world..."

We have demonstrable positive improvement in our [employee satisfaction] surveys against critical themes like engagement, conflict, distress..."

Participant - C-Suite Executive



PART 2: USING STRENGTHS ON TEAMS

- Identify and discuss the team's collective talents (Team Talent Map), and learn how work teams can harness strengths to achieve specific performance objectives.
- Purposefully aim talents so the team is better equipped to accomplish its goals and performance objectives. Identify talent gaps and overlaps on the team and strategically balance them for greater team engagement and productivity.
- Appreciate and leverage the strengths of others.
- Understand the 3 elements of strengths-based partnerships (I - We - Us).
- Use common terminology to make communication more effective when addressing challenging issues on teams – frame feedback and difficult conversations in terms of strengths.

CliftonStrengths® Workshops

Create & Sustain Exceptional Performance



EXECUTIVES

WORKSHOP CONTENT OVERVIEW

PART 1: UNDERSTANDING THE LEADER'S STRENGTHS

- Understand individual results of the CliftonStrengths® assessment and discover unique strengths within the context of organizational talents and strengths.
- Articulate your top 5 strengths and map them to your role as a leader.
- Understand the correlation between a focus on strengths and increased engagement, energy, productivity, and well-being.
- Expand the daily utilization rate of your strengths.
- Recognize when you're overusing a strength and manage your strengths for your greatest leadership potential.

PART 2: USING STRENGTHS TO DRIVE EMPLOYEE ENGAGEMENT

- Understand the 12 elements of employee engagement and the measurable relationship between employee engagement and organizational results.
- Examine factors critical to building engagement and understand the impact they have on performance outcomes.
- Learn strategies for creating a culture of employee engagement, including methods that will engage every employee.

PART 3: USING STRENGTHS TO BUILD HIGH-PERFORMANCE TEAMS

- Identify your team's collective talents (Team Talent Map) and strategically compose work teams to harness strengths to achieve specific performance objectives.
- Identify talent gaps and overlaps on your team and purposefully balance and aim talents for greater team engagement and productivity.
- Frame feedback and performance management conversations in strengths-based language to facilitate increased change integration and improvement.
- Learn practical methods for creating opportunities for employees to use their strengths.

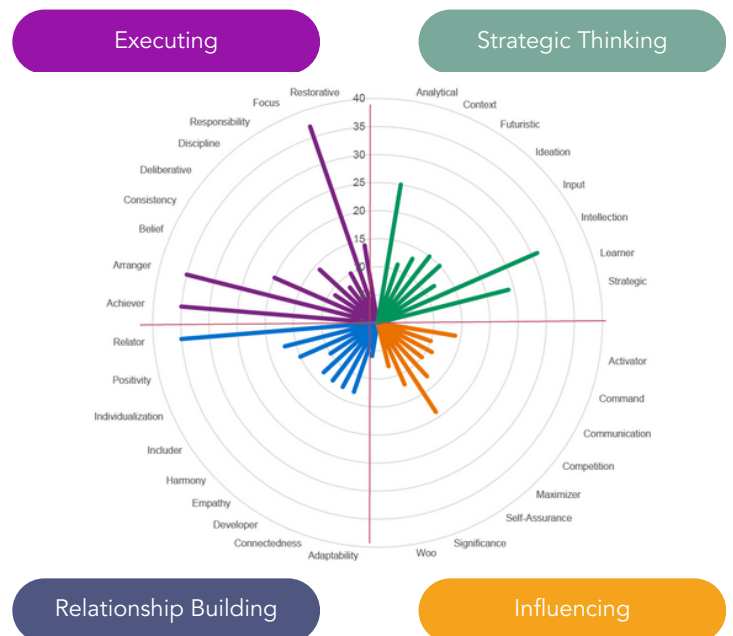


I was amazed by how quickly the time flies by during each session and how I learned new things each time! I found each workshop to be worthwhile and absolutely believe they made a difference with this client group.

Joel Francescioni
HR Business Partner



TEAM STRENGTHS SUMMARY



This report is one of three provided to the sponsor in the workshop debrief.



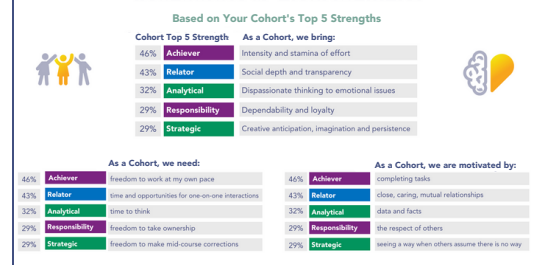
Workshop Experiences

(In Person, Virtual & Hybrid)

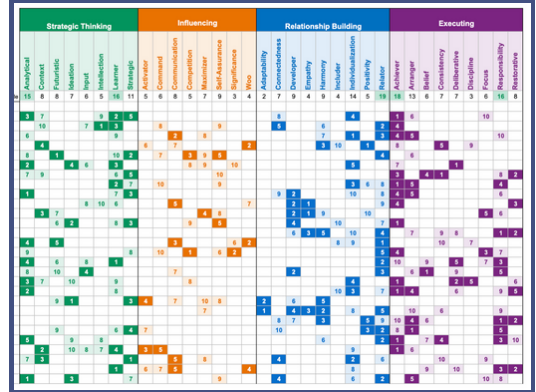
RLD Group's real-world experience, CliftonStrengths® expertise combined with the science-backed, research-based XCHANGE facilitation approach

- ✓ **CliftonStrengths® Assessment and Individual Results**
- ✓ **Design & Facilitation of Pre-Event Learning, Connection & Community-Building Activities** to build momentum, & increase attendance
- ✓ **Sponsor Design & Planning Meeting** to co-create your Workshop Experience
- ✓ **Custom Workbook & Action Plan** to guide the participant experience
- ✓ **Team Talent Grid and Inclusion & Engagement Roadmap** as a quick reference guide to overall team Strengths.
- ✓ **Sponsor Debrief Meeting** with an Event Recap and Keep-Alive Toolkit

INCLUSION & ENGAGEMENT ROADMAP



COHORT STRENGTHS GRID



CliftonStrengths®

Your CliftonStrengths 34 Results

You have uniquely acquired 34 distinct CliftonStrengths. 34 profiles exist you share from everyone else. This is your unique DNA. We will use your unique DNA to build on your strengths to help you succeed.

Head and neck on your results. You need to understand what you naturally do best at.

Learn how to apply your CliftonStrengths every day.

Share your results with others. Consider Strengths as a leadership tool.

STRENGTHS	WEAKNESSES
1. Strategic	11. Loner
2. Achiever	12. Dissembler
3. Relator	13. Contrarian
4. Connectedness	14. Adaptability
5. Empathy	15. Reliance
6. Teamwork	16. Competition
7. Communication	17. Envy
8. Influence	18. Self-Absorption
9. Positivity	19. Risk
10. Strategic	20. Dismissiveness
11. Individualization	21. Inflexibility

You lead with **Influencing** CliftonStrengths themes.

RELATIONSHIP BUILDING - Building trust and rapport with others.

CliftonStrengths®

You lead with Influencing CliftonStrengths themes.

You know how to take charge, speak up and make sure others are heard.

Executive | Relationship Building | Strategic Thinking

This chart shows the relative distribution of your unique CliftonStrengths 34 results across the four domains. These domains are a great starting point for you to determine where you have the most potential to perform with excellence and how you can best continue to learn.

EXECUTIVE	RELATIONSHIP BUILDING	STRATEGIC THINKING
10	4	10

Results Deep-Dive

Accelerate Results at the Individual Level

Personalized, 1:1 Results Deep Dive session by RLD Group CliftonStrengths® certified coach dives deep on the results of their assessment and create a focused action plan to implement the use of their strengths in their work and life.

Our investment was well worth it!

Resulting in building trust, better collaboration and conflict resolution. This was reflected in successful execution of key initiatives.

Praveena Vajja
Product Leader | Board Member

- ✓ **Virtual Live Interactive Coaching Session**
Signature, Dominant, Supporting & Lesser Talents, Rare Talent Themes, Managing Weaknesses & Blind Spots, Talents in Action
- ✓ **Custom Workbook & Action Plan** to guide the participant experience
- ✓ **Recordings of the Session** available for review and playback

CASE STUDY

New Sales Team Leadership Alignment and Sales Strategy Definition



Featuring Joel Francescioni, HR Business Partner

■ THE CHALLENGE:

Recent organizational changes disrupted the sales leadership team. There was uncertainty about how to best align the team for a more collaborative, connected future. The VP of sales knew they needed more clarity and greater focus as they refined their sales strategy following the disruption. There was significant concern about how to leverage each team members' strengths and increase insight on how to better position for the future.

▲ THE SOLUTION:

- ✓ Design an interactive, engaging and actionable CliftonStrengths® workshop series for the entire leadership team.
- ✓ Follow-up one-on-one debrief with the VP of sales to discuss workshop results and put an action plan in place to support team cohesion and performance.

◆ THE RESULTS:

- Greater clarity on each sales leaders' strengths and how to incorporate those strengths into greater collaboration for the future.
- A more cohesive and efficient sales team across the international firm.
- Increased morale, less conflict, increased trust, and a renewed enthusiasm to come together and lead the team to stronger sales results.

○ TESTIMONIAL

"Lisa's positive energy keeps the session upbeat throughout which creates an encouraging environment for the team to think about their approach and brainstorm what they can do differently to take full advantage of the lessons learned. Having attended multiple workshops with Lisa a couple of things I was amazed by were how quickly the time flies by during each session and how I learned new things each time! I found each workshop to be worthwhile and absolutely believe they made a difference with this client group. I highly recommend working with her!"

- Joel Francescioni

Disclaimer: These documented results of this case study are intended to illustrate the potential results of solutions offered by RLD Group, LLC and cannot be a guarantee of future results.

CASE STUDY

Hybrid Work Team Comes Together Under New Executive Leadership in Post-Pandemic World.



Featuring: Praveena Vajja, Product Lead | Board Member

THE CHALLENGE:

A recent change in the senior leadership team introduced new strengths and working styles into the organizational workflow and leadership team.

Reestablishing trust throughout the organization presented new challenges when adapting to a post-pandemic hybrid working environment. The organizational leadership team needed clarity and detailed focus as they redefined their strategy following the reorganization.

There was also significant concern about how to leverage each team member's strengths and increase insight on how to better position each team member during the process.

THE SOLUTION:

- ✓ Design an interactive, engaging, and actionable CliftonStrengths® Workshop experience and a keep-alive action plan for the entire leadership team.
- ✓ Conduct a follow-up one-on-one debrief with the VP of Product to discuss workshop results and co-create an action plan to support team cohesion and performance.

THE RESULTS:

- A program that worked for all types of personalities within THE leadership team while keeping company culture in mind.
- Greater clarity and understanding of each leader's strengths and care-about's based on their innate talents throughout the entire team.
- Increased trust and better collaboration and conflict resolution. This was reflected in the successful execution of key initiatives.

TESTIMONIAL:

"I worked closely with Lisa [RLD Group CEO] to develop a strength-based leadership workshop for leaders in our organization as part of our offsite. As a leader, I strongly value the benefits of Strengths-Based Leadership to maximize organizational efficiency, build trust by focusing on developing the strengths of our people. I selected RLD Group for this workshop after reviewing and comparing the work they did for other similar workshops.

After meeting Lisa to discuss our organization's structure, current state and our key objectives & outcomes we want to drive for the next year, Lisa curated a very specific/custom program that worked for all types of personalities within my leadership team while keeping company culture in mind.

Our investment in this workshop was well worth it resulting in building trust and better collaboration and conflict resolution. This was reflected in successful execution of key initiatives. "

- Praveena Vajja

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RLD GROUP

Helping **Tech Companies**
Take Culture Transformation Out of the Clouds,
Banish Burnout & Drive Bottom Line Results



We've **Cracked The Code** on How to Help Humans Thrive in Tech



Organizations
Who Trust
RLD GROUP



Airtable



We Do Not Bring Theory into Our Engagements.

Instead, we roll up our sleeves and **co-create solutions** informed by our team's real-world experience & successes.



**Proudly Woman
Owned & Operated**

