



Case Study: Developing Leaders with Strengths-Based Learning

Overview

Organizations thrive when they have the right leadership in place at the right time. There is an ongoing need to grow new leaders to answer evolving organizational needs. Often, those trailblazers are close at hand and willing to step up with the right development and encouragement.

I am convinced organizations can inspire and develop emerging leaders through a deliberate process that identifies personal strengths, outlines specific skillsets required to lead teams, and demonstrates how the confluence of strengths, skills and circumstances can point the path to leadership. Out of self-discovery comes confidence, creativity and strategic thinking that can move an organization in important new directions.

Self-Discovery Sparks Ambition and Self-Confidence

Potential leaders need confirmation that they have what it takes. Individual leadership style looks as different as the leaders themselves and helping leaders recognize and develop their individual strengths and style inspires personal vision, ambition, and confidence. As a result, a forward-thinking, proactive organization can grow a vibrant and multi-talented leadership bench.

Emerging Leaders Program

I led a small team from the board of a professional society to craft and facilitate a 12-month leadership development program for members that combines self-discovery, skills development, mentorship and peer discussion to give aspiring leaders deep insights into their personal strengths and capabilities, as well as their ambitions and opportunities. Bi-monthly in-person or virtual meetings offered both theoretical and practical leadership education and coaching, and provided clarity around how unique combinations of strengths, experiences and values translate into leadership potential and competence.

Results

Fifty percent of participants achieved career advancement or made significant decisions around career direction based upon insights gained through the program. The program received strong reviews from participants. Leaders who sent their employees to the program reported the investment was worthwhile and that their emerging leaders experienced significant personal and professional growth and preparation for leadership roles through their participation.

