

CliftonStrengths®

BROCHURE

kumalogreen
FOCUSED ON RESULTS



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What is CliftonStrengths®?

CliftonStrengths® is an online assessment that helps you to find out what your strengths are - what you naturally do best. All people have a unique combination of strengths. The assessment will show you the ranking order of each of your strengths, so that you are able to identify your top strengths. It's important to know what you are naturally good at, so that you can do more of that. Why? Research shows, workplaces where people can focus on their strengths, report that their staff and teams are:

- more motivated
- more profitable
- more productive
- happier and healthier

WHAT WE OFFER:



Strengths Assessments

To discover your CliftonStrengths® you will need to complete the Gallup on-line assessment. Find the assessment that's right for you and your team:

- Top 5 CliftonStrengths®
- CliftonStrengths® 34
- CliftonStrengths® for Managers
- CliftonStrengths® for Sales
- CliftonStrengths® for Leaders



Strengths Workshops

We can train your staff and help introduce strengths into your team, department and organisation. Find the strengths training that's right for your team:

- Introduction to Strengths
- Become a Strong Team Using Your Strengths
- Managing People Using Your Strengths
- Leading People Using Your Strengths



Strengths Coaching

Unpack and understand how to use your strengths, so that you thrive at work and in life. Our Gallup Certified Strengths Coaches offer individual and team coaching:

- CliftonStrengths® One-on-One Debrief
- Group & Team Coaching
- One-on-One Strengths Coaching for Managers & Executives



STRENGTHS ASSESSMENTS

The world's best managers and high-performing teams use the CliftonStrengths® assessment to discover their strengths.

More than 28 million people have taken the on-line CliftonStrengths® assessment, which helps you identify your top strengths. After completing the 30-minute assessment, you will immediately receive your results in a personalised report, with insights about your strengths.

Different reports are available, use the table below to find the report that is right for you and your team:

Top 5 CliftonStrengths®	CliftonStrengths® 34	CliftonStrengths® for Managers	CliftonStrengths® for Sales	CliftonStrengths® for Leaders
<ul style="list-style-type: none"> Report on your Top 5 Strengths, with personalised insights about your talents A partial view of your CliftonStrengths profile. <p>Price: R 495.00 (incl. VAT)</p>	<ul style="list-style-type: none"> Report explaining all 34 of your Strengths with personalised insights about your talents Strategies to manage potential weaknesses Exclusive digital strengths resources <p>Price: R 1180.00 (incl. VAT)</p>	<ul style="list-style-type: none"> Report explaining your top 10 strengths How your strengths can help you succeed as a manager How your strengths could limit your success as a manager Action steps that you can implement immediately A practical outline for achieving your goals <p>Price: R990.00 (inc. VAT)</p>	<ul style="list-style-type: none"> Report explaining your top 10 strengths How your strengths can help you succeed in your sales role How your strengths could limit your success in your sales role Action steps that you can implement immediately A practical outline for achieving your goals <p>Price: R990.00 (incl. VAT)</p>	<ul style="list-style-type: none"> Report explaining your top 10 strengths How your strengths can help you succeed as a leader How your strengths could limit your success as a leader Action steps that you can implement immediately A practical outline for achieving your goals <p>Price: R990.00 (incl. VAT)</p>

Your CliftonStrengths® results are so unique, that the chance that 2 people share the same top 5 strengths, in the same order, is an astounding one in 33 million.

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CliftonStrengths® for Managers

Welcome to CliftonStrengths for Managers, the report that guides you through your unique talents and how you can use those talents to succeed in your role.

We designed this report to make your days easier, bring clarity to your role and strengthen your management practice.

Use this report to learn about your results and better understand what you naturally do best as a manager. Then, go implement the action items into your role responsibilities — starting today.

YOUR TOP 10 THEMES

- 1. Significance**
Look for opportunities to do important work where you can help others raise the bar.
- 2. Futuristic**
Share your visions of a better future.
- 3. Individualization**
Appreciate the uniqueness in each person you meet.
- 4. Focus**
Set specific goals with timelines to motivate yourself.
- 5. Maximizer**
Strive for excellence, and encourage others to do the same.
- 6. Strategic**
Always have at least three options in mind so you can adapt if circumstances change.
- 7. Learner**
Use your passion for learning to add value to your own and others' lives.
- 8. Achiever**
Bring intensity and effort to the most important areas of your life.
- 9. Responsibility**
Take ownership for the things that matter most to you.
- 10. Belief**
Honor your values; they keep you on course during tough times.

Each Theme Fits Into a Leadership Domain

<ul style="list-style-type: none"> EXECUTING themes help you make things happen. INFLUENCING themes help you take charge, speak up, and make sure others are heard. 	<ul style="list-style-type: none"> RELATIONSHIP BUILDING themes help you build strong relationships that hold a team together. STRATEGIC THINKING themes help you absorb and analyze information that informs better decisions.
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STRENGTHS COACHING

What is a Strengths Coach?

A Certified CliftonStrengths® coach is crucial if you are serious about your development. They provide insight and personalized guidance to help you leverage your unique strengths, to overcome challenges and achieve meaningful results. With their expertise, you will gain deep insights, develop effective strategies, and receive valuable feedback for growth and lasting change. Collaborating with a coach empowers you to unlock your full potential so that you thrive at work + life.

CliftonStrengths® One-on-One Debrief

Once you have taken your CliftonStrengths® Assessment and have your report, we strongly suggest that you book a Strengths De-brief session. This eye-opening coaching session will reveal how your unique talent themes can propel you forward or hold you back. Our Gallup Certified Strength Coaches will provide you with a personalized roadmap to Name, Claim, and Aim your talents, so that you can transform them into powerful strengths. Coaching can help you use your strengths for better performance, more success and happiness.

VIRTUAL

R 1 250.00 (excl. VAT)
per person
(1.5HRS)

*Excludes Strengths Assessment

Group & Team Coaching

Team coaching can be immensely beneficial for teams that are already familiar with their CliftonStrengths®. Once a team knows the individual team members strengths, team coaching can take a team to the next level by harnessing those strengths collectively for the team's benefit. Team members will gain a deeper understanding of each other's strengths and how they can complement and leverage those strengths to achieve team goals. Team coaching also leads to more effective communication within the team, promotes collaboration, and fosters a positive team culture where each member feels valued and empowered. Overall, team coaching can unlock the full potential of each team member, leading to improved team performance, productivity, and satisfaction.

VIRTUAL

R 1 500.00 (excl. VAT)
per person for a
minimum of 4 delegates
(2 HRS)

*Excludes Strengths Assessment
Special rates apply for larger groups

One-on-One Strengths Coaching for Managers & Executives

Coaching can be a game-changer for executives and managers who want to operate at their best by developing their natural talents into strengths. The coaching process deepens their understanding of their strengths and how they play out in their work + life. Through powerful questioning and feedback, coaching creates self-awareness and helps leaders identify unconscious patterns. By creating new, more empowering patterns, coaching drives behaviour change, making executives and managers more effective, influential, and successful leaders.

VIRTUAL

R 1 250 (excl. VAT) per
person
(1HR 15MIN)

*Excludes Strengths Assessment



STRENGTHS WORKSHOPS

Our workshops are led by certified strengths coaches who will guide participants through a process of self-discovery, assessment, and development. Throughout these workshops, participants will engage in interactive exercises and discussions to deepen their understanding of their strengths and how to use them to achieve their goals.

All workshops require delegates to complete a CliftonStrengths® assessment.

Introduction to Strengths

Our certified Gallup Strengths coach will take you and your team through our introductory workshop where you will embark on a journey of self-discovery and gain insights into how your strengths shape your thoughts, emotions, and behaviours. You will also gain insight into how your strengths can be leveraged to enhance your performance in various aspects of life, including career, relationships, leadership, and personal growth. Don't miss this opportunity to unlock your full potential and thrive in all areas of your life!

VIRTUAL
Free for all clients
purchasing a minimum of
4 assessments
(45 MINS)

Become a Strong Team Using Your Strengths

Are you looking to build a high-performing team that excels in a collaborative and results-driven environment? CliftonStrengths® can be the catalyst for unlocking your team's true potential! Our Become a Strong Team Using CliftonStrengths® workshop is designed to help your team understand and leverage their strengths to foster teamwork, communication, and productivity.

In our workshop, your team will learn how to identify and appreciate each team member's unique strengths and how they complement each other. Through engaging activities and discussions, team members will gain insights into their own and others' strengths, understand how to work together more effectively, and appreciate the diversity of strengths within the team.

Activities include:

- Analysing the Team Strengths Grid
- The Best of Us activity
- Use strengths to address a team challenge

VIRTUAL
R 2 000.00 (excl. VAT)
per person for a
minimum of 4 delegates
(4HRS)

*Excludes Strengths Assessment
Special rates apply for larger groups

Understand, appreciate & use
your **individual** strengths

Build powerful
partnerships

Purposefully use your
collective talents & strengths
as a **team**

The goal is not to have a team comprised of individuals who are each well-rounded, but instead to have well-rounded teams comprised of individuals performing in light of their strengths.

MANAGING PEOPLE USING YOUR STRENGTHS WORKSHOP

5

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Length: 2 Days (8:30 – 16:30)

WHAT WILL I LEARN?

- How your strengths affect your ability to manage
- The value each person brings to the team and how different strengths work together
- The 7 critical skills required for success in your role as a manager
- The art of effective delegation – empowering yourself and your team
- When to coach, counsel and discipline
- How to plan, assess and measure performance
- How to motivate your team to achieve maximum team performance
- How to deal more effectively and confidently with conflict situations

COURSE OUTLINE

Module 1: Understanding Your Strengths

- How you can use your strengths to become a better manager
- Discovering the value each person brings to the team
- Exploring ways to partner with other strengths

Module 2: Building Relationships

- Self-Awareness & Social Styles
- From Boss to Coach - The 5 Essential Coaching Conversations

Module 3: Communicating Clearly

- Assertiveness
- Managing Conflict & difficult conversations

Module 4: Plan, Organise, Lead and Control

- Setting clear expectations for your team using this tried and tested method

Module 5: Creating Accountability

- Effective Delegation and empowering your team

Module 6: Effective Team Work

- Problem Solving techniques
- Keeping your team on track
- Motivating to achieve maximum team performance as a leader

Module 7: Leadership in Action

- The Four needs of followers
- Inspiring others

Team Building Exercise

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With 70% of employee satisfaction tied to their manager, strong leadership is key to workplace happiness.

ABOUT THIS TRAINING

The world's best managers and the high-performing teams they lead rely on CliftonStrengths® to gain insight into their strengths - what they naturally do well. This course provides you with not only the essential management skills you need to succeed, but also with an awareness of how to use your strengths to maximise your impact as a team leader. Our Expert Trainer and Gallup Certified CliftonStrengths® Coach have collaborated to provide you with the tools to build team engagement and manage your team for high performance.

WHO SHOULD ATTEND

All team leaders, supervisors and managers who would like to improve their people management and supervisory skills in the workplace, using their strengths.

TAKING THE ASSESSMENT

Over 33 million people have taken the CliftonStrengths® assessment to date. The on-line assessment takes about 20 minutes to complete on the Gallup website. Once completed, the assessment will show you the ranking order of each of your strengths in a comprehensive report format. The combinations of strengths are unique to each person.

CliftonStrengths® for Managers

WELCOME TO CliftonStrengths for Managers, the report that guides you through your unique talents and how you can use those talents to succeed in your role.

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- 5. Maximizer**
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- 6. Strategic**
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Each Theme Fits into a Leadership Domain:

- EXECUTING** themes help you make things happen.
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CliftonStrengths® FOR MANAGERS REPORT

The CliftonStrengths® for Managers Report is included in the course price. Before the training, all delegates will receive their individual report, which includes their top 10 strengths. The report helps delegates see how their unique strengths are contributing to their success as a manager but it also helps delegates understand how these same strengths could be getting in their way. Delegates will use the self-awareness gained and insights from the report as a starting point to shift their perspective and unlock new opportunities for growth and success.

Pricing

WHAT'S INCLUDED:

- A trainer who is a subject matter expert
- A Gallup Certified Strengths Coach
- CliftonStrengths® for Managers Report
- Practical exercises, discussion and one-to-one feedback from the trainer
- Post course support to assist you in implementing what you have learned
- Digital Certificate of attendance
- A comprehensive learner guide packed with practical tips

WHAT THE CLIENT WILL PROVIDE:

Option 1: Virtual Training

- Fast, reliable internet connection
- Computer / laptop for each participant - capable of using the meeting software (Zoom or Microsoft teams) and fitted with a microphone and camera
- Printing facilities - should the delegates wish to print their course material before the training

Option 2: Face-to-Face Training

- The training venue, refreshments, and meals for the delegates and the trainer
- All audio-visual equipment: data projector, flipchart/whiteboard and pens
- Pen and paper for the delegates
- Trainer's air or road travel (@R 3.50 pkm) expenses and accommodation for training further than Johannesburg or Pretoria.

PRICING TABLE 2 DAY TRAINING COURSE:

Number of Delegates	Price per delegate for 2 Day Training Course (excl. VAT)	Total cost per group based on the number of people attending (excl. VAT)
4	R 9 250	R37 000
5	R 7 600	R38 000
6	R 6 500	R39 000
7	R 6 100	R42 700
8	R 5 800	R46 400
9	R 5 400	R48 600
10	R 4 900	R49 000
11	R 4 600	R50 600
12	R 4 300	R51 600
13	R 4 000	R52 000
14	R 3 800	R53 200
15	R 3 600	R54 000

*Terms & Conditions Apply. Prices change depending on number of delegates trained.
Please request a formal quotation.