



Strengths at work

Do the leaders and team members in your organisation know the talents and strengths of one another?
Are you getting the best from one another or losing momentum because of misunderstandings, conflict or just untapped potential?

Team dynamics can be messy, especially when the pressure is on. People can spend a lot of time and energy navigating different styles and preferences of working.

Adopting a strengths approach shifts the energy away from blame and fault-finding. We get more of what we focus on so if you choose strengths you'll notice them when they show up and be in a better position to harness them.

When you focus on knowing and leveraging strengths, you'll have a common language to name the potential that is in your team and supercharge a culture of inclusion, collaboration and results.



Strengths coaching has been a bolt of intense therapy specific to developing my leadership skills. I have loved the clarity and reflective opportunities that Nicole has provided. With her guidance I have been able to recognise my strengths when they are working well and when I am over using them. I have far more confidence in my capacity to make sound decisions and critically reflect with clear perspective more frequently. I recommend this opportunity to anyone wanting to develop their self-awareness. It is a leadership essential.



Conie, Leader Special Education

Strengths give people a common language they can use to better collaborate, communicate with, and understand each other.

**ONLINE OR
IN-PERSON
DELIVERY
AVAILABLE**

To book the
Strengths at Work program
for your group call
Nicole on 0411595218
or email us:
hello@qmconsulting.com.au

Coaching options to suit your company's needs

Individual Coaching

A powerful series of coaching sessions over 3 - 12 months to create lasting impact. Each session is 60-90 minutes long. Individual coaching includes access to the Full 34 CliftonStrengths™ profile.

Coaching is co-designed with each participant to identify and respond to their priorities as a leader or team member.

Key areas of coaching include:

- Understanding your individual strengths profile
- Moving from talent to strengths; leveraging natural strengths for measurably better results
- Applying strengths to manage and avoid potential weaknesses
- Noticing and harnessing strengths of others
- Applying strengths to your most pressing challenges

Coaching packages of 3, 6 and 10 sessions are available.

Group Coaching

This highly interactive workshop covers the fundamentals of knowing and leveraging strengths in any work team. Choose between the Full 34 Clifton Strengths™ report (recommended for leaders) or Top 5 Clifton Strengths™ report (great for frontline workers). Participants receive a workbook with practical tools and strategies.

The half-day workshop content includes:

- Understanding your individual strengths profile
- Building talents into strengths; making the most of your natural preferences
- Using strengths to manage and avoid weaknesses
- Appreciating and leveraging the strengths of others
- Building a strengths-based team: using the language of strengths to navigate collaboration, change and conflict

Full-day workshops extend strengths to team goal setting and achievement, and are tailored to suit your organisational needs.

Create measurable change in your team. Get in touch today to start your Strengths at Work program.

About the Coach:

Nicole Weber is based in beautiful Northern NSW, Australia and has worked with communities and organisations across the country. She has mentored, coached and trained people in strengths-based practice for over 20 years. She has led and influenced teams from 3 to over 3000 staff in Human Services across Public, Private and Non-Profit sectors. Her experience and expertise includes leadership, conflict resolution, community engagement, consultation and development, human resources, Case Management, policy and project management.

An experienced facilitator and professional presenter, Nicole enjoys engaging with groups of two to two thousand. A self-confessed 'learning junkie', her formal qualifications include a Master of Human Services Management, Graduate Certificate in Accounting and Financial Management, Bachelor of Social Science, Graduate Certificate of Research, and a Certificate IV in Workplace Assessment and Training. She is also a Gallup™ Certified Strengths Coach, a certified Change Manager, and graduate of the Great Managers Academy.

