**Strengthen Your Strategy**

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Are your team bringing their strengths to your strategy?

Imagine if you had all your team pulling together, so you can achieve the strategy for your business

Imagine if they knew exactly how they could contribute to the strategy and allocated actions to themselves to achieve it

Imagine if you had a better idea of how each person’s unique strengths can help you get better and faster results in your business

Imagine if each member of your team is 6 times more engaged in the work they are doing and 3 times more fulfilled in their quality of life

Even before COVID 19, one of the best ways to retain employees is to ensure the sense of purpose is clear and transparent. This is becoming more urgent since COVID 19, especially if “The Great Resignation” \* happens in the way predicted. Strengthen Your Strategy has them engaged in the creation and execution of your strategy. Then they determine how they can bring their best to work in the achievement of the strategy they helped devise. Strengthening Your Strategy by bringing their best selves to a strategy they were intimately involved in creating.

\*The Great Resignation is a prediction that 40% of Australians will resign, in around March 2022, as was experienced in the USA, after their heightened COVID 19 response. The theory is that people stayed in roles they did not like, while navigating COVID 19 and now they are unhappy and looking for something more fulfilling.

**At Incahoots we believe we are better together!**

Collaborating to create a difference in the world.

**So, what is Strengthen Your Strategy?**

Below is an outline of the components that make Strengthen Your Strategy work, including optional elements.

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| Strengthen Your Strategy Workshop | The Strengthen Your Strategy workshop involves:   * Strengths   + Each team member understanding what they bring to the team   + Understanding collective strengths across the team   + Understanding gaps and over used strengths * Strategy   + Understanding what the future holds and what options are available   + Formulation of a Strategic Map for the team   + Development of a theme for the year anchoring the team throughout the year   + Each team member determines the contribution they will make to the strategy, using their unique strengths   Includes, Pre and Post Work, such as:   * Confirmation of approach, outcomes, and objectives * Understanding of the team dynamics and roles * Creation of a Team Strengths Profile * Debrief and Insights |
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| Recommended:  Individual Strengths Debriefs | Getting the Clifton’s Strength assessment is not enough.  The team member really needs to understand the assessment and what it means for them to get the most out of it. They also need to know how they can use their strengths to better the team.  Includes a debrief with the leaders of anything of note, with permission from the team member. |
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| Optional:  Initial Strategy Design | If the designing of an initial Strategy is required, to present to the team.  This can be co-created with the team or conducted before-hand to ensure the right foundations are in place.  Design is highly dependent on confirmation of outcomes and current state of the business. |
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| Optional:  Quarterly Reviews | Strategy is not set and forget. It should be reviewed quarterly to address challenges and shifting circumstances and take advantage of opportunities.  The check in would include:   * Reviewing Progress * Resolving Challenges * Celebrating Achievements |
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| Optional:  Leading with Strengths | How to manage different team members with different strengths using your own strengths? |
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**Recommended Approach**

*Strategy in Place*

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*Strategy Design Required*

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**Next steps:**

Is this something that will suit you and your team?

Once we have confirmed outcomes and objectives, a personalised outline, including costs, will be provided.

Then we co-design an approach to ensure it will meet those outcomes and objectives.

Reach out to me directly on

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**What others have said?**

"Christina gave me a clear understanding of how to actually apply my strengths to my day-to-day work. This engaging and inspiring workshop shows you that strength doesn't always lie in the number of team members but in the dynamic between each individual's strengths that make up the whole team. Once you can tap into that, you can boost the overall team's productivity, efficiency, and communication.

**Dani – Team Member**

"Training & team building are such a difficult line for a manager to navigate, as no matter how good your intentions it almost always comes off as self-serving - we are training the team to improve the business outcomes and getting them together to improve their productivity. It's about the business really, not them.

I was hoping to hit a different note with Christina's Strengths Workshop and she delivered and then some. Our team are always willing to give things a go, however having taken the test prior to the workshop I could see many of them were sceptical of both its value & its relevance. Christina magically connected the dots for them she opened their eyes to their own unique gifts, and those of their team mates. Helping them see how they could better apply those gifts in their personal & professional lives and how they could work alongside each other in a rewarding & positive way.

Christina is insightful, relatable & despite having not met her before, the team quickly came to trust her. Scepticism gave way to curiosity, and any doubt in their abilities gave way to some quiet confidence.

**Peita Diamantidis – Caboodle Owner and Financial Planner**

**About Christina Morgan-Meldrum**



Christina Morgan-Meldrum (CMM) is a coach, facilitator, author, change professional and creative. Christina particularly loves helping people and organisations unearth what’s possible to design a future that suits you perfectly (a Strategic Life Map).

Christina has cultivated the ability to walk into any industry; see what is not seen, distil what is complicated, and simplify the chaos. This skill has been forged in a deliberate and concentrated way for over 25+ years, through Personal Coaching and Organisational Change Management. Bottom Line is… Christina knows CHANGE. Christina knows how to plan for change, how to start change, how to adjust change in progress, how to track change and how to embed change.

Christina fills her time on various side hustles, blogging, creating and learning the piano. If you are looking for her, she is likely at her spiritual home JB Hi-Fi, exploring stationery stores or artisan markets.

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