



Designed and delivered by Margie Hartley  
**The Channel Group**



### Program Overview

Through three highly interactive workshops - The Strengths Workshops enhance personal, team and organisational effectiveness.

Module 1 - Self Awareness

Module 2 - Personal & organisational presence and brand

Module 3 - Leveraging Strengths to Lead

The three modules cover:

- Self awareness
- Adaptability
- Resilience
- Branding
- Leadership
- Presence
- Ownership
- Engagement
- Networking

### Organisational Benefits

- Strong engagement
- Employee engagement
- Increased confidence
- Increased focus and effectiveness
- High performance
- Strong presence
- Clear communication
- Increased focus

### Outcomes

- Strong self-understanding
- Excellent self-management
- Increased personal effectiveness
- Enabled self responsibility
- Better people management
- Increased productivity
- High level engagement
- Increased leadership capability

### Participant profile

This program is designed to gain a greater understanding of individual strengths and behaviours at work to increase personal and organisational performance.

This program is designed for individuals in a group-learning environment. It can be delivered as a standalone workshop or can be incorporated into a wider developmental program.

The series and the individual modules, including all participant materials can be custom designed to suit your needs.

### The VIA Survey

Upon enrolment in the program, participants will be asked to complete the "VIA Survey of Character". This online questionnaire takes approximately 30 minutes to complete, generating a 17 page personal report.

Developed by the VIA Institute on Character, the VIA Surveys are the world's most scientifically validated tools to measure strengths of character.

The VIA Institute on Character was founded as a non-profit organisation in 2000 by Dr. Martin Seligman and Dr. Neal Mayerson. Together they formed VIA Institute to create an intellectually and scientifically rigorous classification of character strengths and a way of measuring such strengths.

The Institute draws on the field of positive psychology – the scientific study of what enables individuals and organisations to flourish

	<b>Length</b> Three half-day modules	<b>Group size</b> 5 - 50+	<b>Room</b> Optional: board, café	<b>Includes</b> VIA Survey of Character VIA Interpretive Report Participant notes Pre-reading articles Post reading articles
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**Channel Development: Accelerating People & Performance.**

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## Module 1

### Understanding yourself through strengths

- Increasing self-awareness
- Understanding your best
- Research in positive psychology
- Recognising productive and energised states
- Exploring your strengths using the VIA Interpretive Report
- How to spot strengths in others
- Overdrive, when strengths become weaknesses

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One-on-one coaching  
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## Module 2

### Executive presence & personal brand

- Understanding the impact of personal presence
- Drawing on your strengths to develop a personal brand
- Leveraging strengths and brand to connect and network with others

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One-on-one coaching (optional)  
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## Module 3

### Leading through strengths

- Developing clear insights into strengths within the context of leadership.
- Understanding the interplay of strengths in team
- Leveraging the strengths within your team

Success comes to those who know themselves – their strengths, their values and how they best perform.

Peter F. Drucker

### Building Upon Strengths Through Coaching

Coaching is a powerful methodology to increase self-insight, facilitate learning, and clarify ideas in order to build relationships with others.

This program offers the supplementary option of one-on-one, results-focused coaching sessions to enable the participants to achieve their personal goals and objectives in attending the program.

These coaching sessions can be included in-between modules or after the program to maximise results and sustain learning.



The Strengths  
Workshop