

Leading through strengths... Strengths Based Coaching programme

An important element of the TaAF Model for change is the idea that a change in approach of leaders will ultimately make it easier for people to be active. These changes could include: different beliefs, priorities, approaches to collaboration, leadership styles, expressing narrative, storytelling, aligning resources, decision making, policy and priorities.

As part of our work we have partnered with Gallup, using their CliftonStrengths assessment to:

- Help leaders to understand and have confidence in their own unique strengths
- Support leaders to use their strengths to see and do things differently that make it easier for people to be active in Pennine Lancashire.
- Build a culture of focussing on what's strong and to build on the personal assets within organisations, teams and the system.

The Leadership team facilitated a 3 day strengths coaching training course to 20 individuals who work in and around Pennine Lancashire. Participants were leaders from local councils, leisure trusts, governing bodies, active partnerships, community organisations and schools.

The programme briefly covered the following areas:

- Understanding your strengths using the CliftonStrengths assessment
- Key concepts of strengths based coaching
- Helping individuals to name, claim and aim their strengths in their personal and work lives
- Coaching teams to understand their strengths and how they can best collaborate

Aims of the programme

Our strengths based coaching model gives people the understanding, tools, techniques and confidence to coach others to see and **do things differently**, empowered by a realisation of their own individual strengths.

Central parts of our evolving model for change are the principles that:

- A change in the approaches, mindset, beliefs and behaviours of leaders within Pennine will lead to changes in the way things work.
- Building on strengths, or what's strong, or on our personal and place assets will lead to longer term positive change than a deficit based model.

“ The course was very powerful, it went very deep, I was mixing professional and personal feelings into it, and I felt comfortable and safe doing so. ”





“ Personally, I realised across the 3 days and subsequent weeks, that I have confused my strengths as weaknesses in the past, but that stopped during those 3 days. I now fully lean into my adaptability, my ideation, positivity and connectedness. The approach and course have had a really profound effect on me, and I am now keen to share the learning and approach as wide as I can. ”

Impacts

The programme has made a real difference to the participants on the course but also connects to further ripples.

Ripples into other TaAF workstreams include:

- Middle leader programme now incorporating strengths coaching
- Madrassah workstream colleagues receiving strengths coaching
- Locality networks using their strength coaching in their teams and project work

Ripples outside of TaAF core work:

- Active Partnership developing a strength based approach to team development
- Youth Sport Trust rippling the work internally and in some of their external projects

The difference to participants was monitored in their initial course completion feedback where feedback was strong and participants felt energised and excited to take a new strengths focussed mindset into their work. Some colleagues have taken the strengths focus and coaching deeper into their work.

Learning

Quality training can make a difference to the individuals on a personal level and at an organisational level.

Spending time developing and using really great resources, is a good investment.

A focus on personal behaviour and particularly on strengths is empowering, unusual and very welcomed.

Some colleagues have reported that they have struggled to build on their learning back in their own organisations so we have provided ongoing post course support via a whatsapp group.

“ It was a very rare few days, where instead of dreading the tasks and putting learning into practice, I was excited to get stuck in. The packs and resources we brought away were excellent and have really helped me articulate my learning to others. ”

