Combining Agile and Strengths

How to Capitalize on the Strengths Movement
What is the strengths movement?
What is the strengths movement?
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Am Arbeitsplatz: „Innere Kündigung“ kostet Millionen
Von je 100 Mitarbeitern in deutschen Unternehmen sind

16 engagiert
69 unengagiert
15 aktiv unengagiert*

Quelle: Gallup
*arbeiten teilweise aktiv gegen die Interessen des Unternehmens

Monday, August 15, 2011
The Main Lever - Strengths

Managers

Case Study

Team Retention

Team Productivity

Strengths-Based

Standard

Monday, August 15, 2011
How Do I Know My Strengths?
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- **Now**
  - Best for managers, team leaders
  - Explains the value

- **SF 2.0**
  - Best for all team members
  - Catalog of strengths

- **Go**
  - Granular, specific strengths
  - Great focus on how to grow
Capitalize on Your Strengths

You

- Know your strengths
- Know what weakens you
- Know how to grow your strengths
Capitalize on Your Strengths

You, Manager

Know your team’s strengths. By heart.

Style and perception of your role

Leverage the power of agile + strengths.

Team Member
Capitalize on Your Strengths

- Know your teammates’ strengths.
- Volunteer your strengths
- Trade tasks. Partner on tasks

Team Member ↔ You, Team Member
Influencing the Organization

- Pin Test Results on Cube
- List Teams’ Strengths on Intranet
- Add to Email Signature
- Share Strengths Video
- Buy Extra Book to Give Away

Upward and Outward
Thank You

- Contact: http://scottdunn.blogspot.com, sdunnrocket9@gmail.com
- **PRIZES!** Don’t forget we draw prizes on Sunday afternoon, including great products like Acronis and CodeSmith Tools, plus many new books!
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