

### **Building on Your Team's Strengths**

This half day training is designed for intact teams (4-10 people). The session will help each team learn to identify and use its members' strengths to build group cohesion, morale, and performance. The session starts with each team member's results to the Gallup StrengthsFinder Assessment, which will help to identify personal high performing areas – current and potential. Each team will then look at its collective strengths and gaps, and will practice developing a strategy to address a group challenge that would benefit from a new approach. By building on team strengths and managing gaps strategically, this training will send teams back to the worksite feeling more empowered and aware of how to work effectively and productively.

The class will be made up of two or more intact teams from various parts of state government. Each team will work as a group, and there will be opportunities to share insights and questions across the groups as well.

Managers with teams of more than ten employees may register by using any of the following ways: Click on the following link and fill out and submit the DHR Services Request form:

<http://humanresources.vermont.gov/tags/consulting>

Or, contact CAPS directly to make special arrangements by emailing Joe LaPorte, at [joe.laporte@vermont.gov](mailto:joe.laporte@vermont.gov), or call Joe at: 802-595-2415

Please note when registering:

- The team's supervisor/manager must be the person registering the group.
- This supervisor/manager must have completed a CAPS-sponsored session including the Gallup StrengthsFinder assessment. This may be Supervising in State Government (SSG) or the Vermont Certified Public Manager® Program (VCPM). CAPS will administer the assessment to the rest of the members, prior to the session. CAPS will bill the assessment fee (\$19.99 each) back to the department.
- The team supervisor must be a full participant in the training.
- It is preferred that all members of the team be present at the training.
- Sessions scheduled for morning will run 8:30 – noon. Sessions scheduled for afternoon will run 12:30 – 4:00.