

Sharing Strengths Exercise

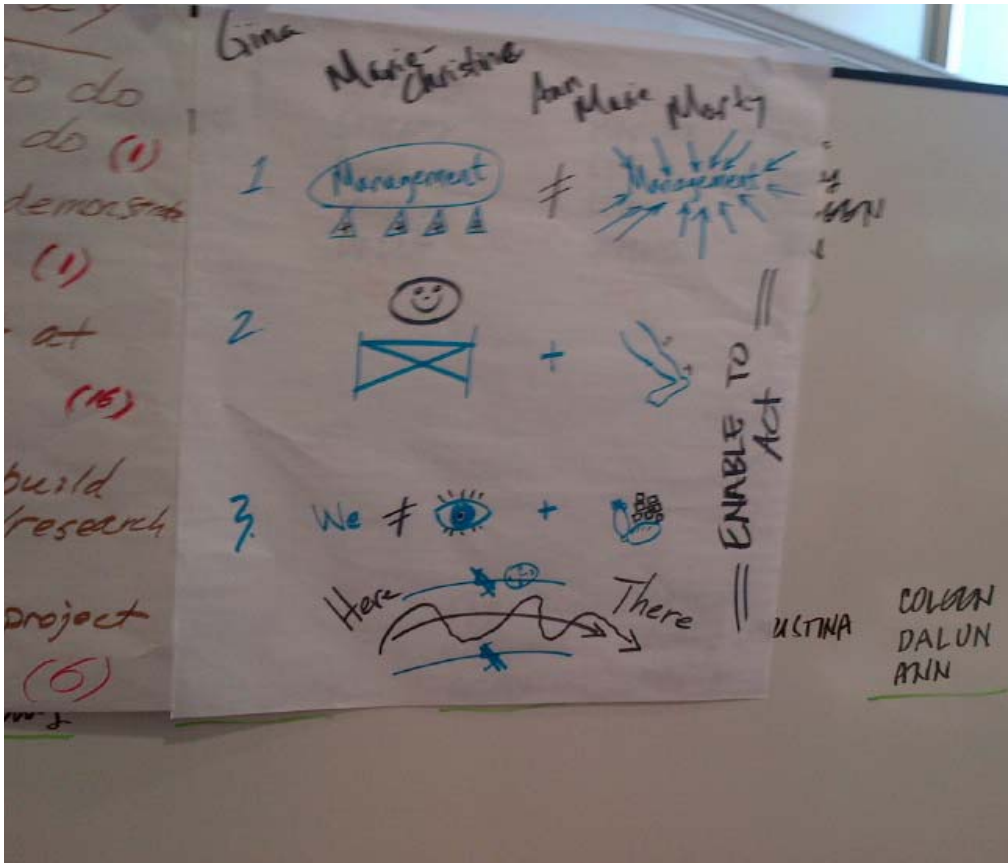
ENABLING OTHERS TO ACT

Supported and positive management, not micromanagement

Supportive underpinning's, with flexibility

Using we instead of I, Building on people's strengths.

See photo below for graphic representation. ↓



Enabling Others to Act: Tips

Make sure when decisions are made and topics are discussed that people not present are consulted.

Demonstrate trust by delegating work, measuring outcomes not processes and identifying strengths.

Recognize staff accomplishments by

- Sending e mail
- Writing a personal note
- Coffee, etc.

Inspire a Shared Vision

Be passionate; don't be afraid to let emotion show
Use stories to articulate the vision
Model a strong work ethic
Collaborate with other visionaries

Model the Way

- 1) Never ask others to do things without being willing to do it yourself
- 2) Show examples to demonstrate how things are done
- 3) Review "to do" list at end of meetings
- 4) Value others and build consensus on grant/research
- 5) Clarify and follow project activities and timelines



Encourage the

Offering/keeping the big picture/Perspective/vision/goal (why we are here?)
Helping staff to find strengths and passions
Leading from the bottom-up (collaboratively)
Really listening to staff
Praise-Look for what staff does well and tell them.
Staff sharing successes with each other.
When possible, reward staff (resources, creative ways).
Trusting people to complete goals (not micromanaging).