

Staff Development Grant Final Report Northland Community & Community College

Project Name: Strength-Based Leadership for NCTC Staff Development

Project Description: Strength-based Leadership

The project provided two separate leadership development training sessions utilizing the Strengths-Based Leadership approach. Each of the sessions accommodated up to twenty employees. The focus of the training sessions was strength-based leadership and teamwork. This initiative was started in fiscal year 2008 and this project continued the staff development effort for additional employees throughout the college.

Award: \$5,000

Project Re-cap:

Employees who had attended the FY2008 StrengthsFinder training sessions (Level One) were provided the next level of training, and new employees were given the opportunity to participate in both levels of StrengthsFinder training. The sessions were four hours each and included: Introduction to Strength Building, Discover Your Talents, Develop Your Strengths, Introduction to Strength-Based Teams, Leveraging Team Strengths, and Leading Strength-Based Teams.

Impact:

This training impacted over 45 NCTC employees. Employees developed a better understanding of themselves and each other by completing the StrengthsFinder 2.0 talent assessment tool where their top five themes of talents were identified.

While at this time it is hard to measure, the objectives of these sessions were to:

- To break down the silos and help people work more effectively together
- Help individuals develop greater self awareness around their own areas of talent
- Help engage the talents of individuals toward increased team performance
- Learn how to increase productivity and team effectiveness through leveraging team strengths
- Deepen their understanding of their intact work teams members' strengths and how to more effectively maximize those strengths
- Teach team leaders how to sustain and maintain effective team performance by leveraging the strengths of individual team members

Reflections:

These training sessions were not mandatory courses and participation of new employees in Level I was lower than expected. Level II had great participation as these specific supervisors believe in this direction and strongly supported and encouraged employees to attend. Strengths-based leadership is a growing trend in leadership development and NCTC will continue to integrate it into the professional development planning at NCTC.