Paula Gibson of Centennial, CO

**Goal:** To Create a "Development" Culture

**Keys to Transformation:** Integrating Strengths Finder & Utilizing Gallup Engagement Survey

### What Do Those Tools Do?
- Resist the drift toward human well-roundness, with a focus more on building well-rounded teams with varying skills and complementary strengths
- Focus on Employee Engagement: those who are involved in, enthusiastic about, & committed to their work
- Identify and use employee strengths: Employees do better when managers emphasize and promoting the use of strengths.
- Tools to Integrate Strengths Focus: Performance review process, communication, teach about engagement, coaching, what follows the engagement survey (action!)

### Tips to Get Started: Keys to Success
- Hire Great Managers who lead with a strengths-based approach, focus on employee and team engagement, & increased performance
- Focus on Engagement in order to help drive high levels of performance, gain commitment of employees, and make the manager's job easier.
- Organization has to want the change and there needs to be champions of change to create momentum and passion

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**Dr. Brandon Rigoni of Gallup’s Workplace Analytics Team**

- Key to organizational growth is through its workforce. Do you have “engaged” employees or “satisfied” employees?
- Employee Engagement Survey tips: Focus on elements that are comprehensive and capture most important information that is actionable for managers, and that will differentiate low versus high performing teams
  - 12 Elements of Engagement – Gallup has this boiled down to 12 survey questions
- The Employee Engagement Crises: Trends show only one third of employees are engaged, but data shows it can be improved!
- Everyone has Talent (natural pattern of thought) and Strength (ability to produce a near perfect performance in specific task) – the key is to identify and leverage those areas
  - **THE STRENGTHS EQUATION:** Talent x Investment = Strength
- To leverage the power of a strengths-based focus, organizations have to go beyond “performing a task” of just taking the survey. Go deeper in actions to create a strengths culture and increase performance and engagement scores
- 7 strategies for building strengths-based culture:

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**Leadership Alignment**

**Manager Alignment**

**Internal Communication**

**Strengths Communities**

**Performance Management**

**Coaching**

**Brand Building**

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**Discussion Questions**

1. Is my organization currently measuring employee engagement? If so, how are we doing? And if not, do we want to start?
2. Does the organization have a vision or strategic initiative related to employee engagement or high-performing teams? What are specific goals around this initiative and do you have tools to measure success?
3. Is your employee performance evaluation system aligned to organizational values and/or goals around employee engagement? What are gaps that need to be addressed to better align?