



**THE LEADERSHIP
DEVELOPMENT GROUP**
INNOVATIVE SOLUTIONS - IMPACTFUL RESULTS

**HBA GP 2012 Inaugural Event
New Year / New YOU
Identifying YOUR Talents
and Building YOUR Strengths**

Presented by:
Edana Desatnick & Tracy Duberman

Today's Objectives



What you will learn today:

1. How to identify your Signature Strengths
2. How to translate strengths into personal and career success
3. How to create a Personal Vision for your future
4. How to create a strength-based action plan that will enhance your impact and contribution

Today's Objectives



1. How to identify your Signature Strengths

Key Components of Signature Strengths

- Buckingham and Clifton's Main Research Conclusions:
 - Every person's talents are enduring and unique
 - Each person's greatest room for growth is in the area of his or her greatest strength
 - The best way to develop is to identify the way you naturally think, feel, and behave. Then build upon those talents to create strengths

Identifying Strengths: Look at the Past



1. Journals
2. Notes
3. Feedback from Peers and Mentors
4. Ask People Who Care
5. Recognize Your “Flow”
6. Notice What You Notice
7. Pay Attention to Requests You Receive

Ask Someone Else



Self-Correcting Life Scenario

- Ask a partner/friend: “What are my greatest strengths?”
- Tell your partner your top passion.
- Have your partner tell an imaginary story of your life, based on this passion and your strengths.
- Take a minute to imagine this fantasy as your real life. Tell your partner what appeals to you and what makes you cringe.
- Have your partner revise the story based on your feedback.
- Keep going back and forth until the story feels right.
- Stop when the story feels completely satisfying.
- You’ve just shaped your passion into a goal and defined what you do and don’t want from your calling.

But, what about my weaknesses?

- *Weakness is.....anything that gets in the way of excellent performance*
- **Identify** whether is it a skills weakness, a knowledge weakness, or a talent weakness
- **Strategies to overcome**
 - Get a little better at it
 - Design a support system - team
 - Use one of your strongest themes to overwhelm it
 - Find a partner
 - Just stop doing it



Today's Objectives



2. How to translate strengths into personal and career success

Get in the Game



Source: President and GM's of Leading Global FMCG Company

Business leaders want people who...

- Know their strengths and how to add value
- Get involved – business is NOT a spectator sport!
- Do what they say they'll do
- Put their hand up – and Step Up
- Are functional experts, with strong overall business understanding
- Connect the dots
- Use strategic judgement
- Inspire others to achieve
- Walk the talk

Being in the Game

- Think about a time when you were feeling very enthusiastic and positive about your work
- Do not describe the experience. Rather **write down** a few key words that capture why the experience was (or is) a “career best”


#1: Translating strengths into success



Organizational Needs

- What is going on outside my company in our industry?
- How do those external changes impact our organization?
- What needs are critical to us to stay ahead of those changes?
- What do I do to stay abreast of industry and organizational needs?
- What strengths will be needed given these changes?


#2: Translating Strengths into Success



Individual Skills

- What are your individual strengths and skills that you bring to your organization?
- How do your strengths and skills align to the organization needs?
- Can you articulate this intersection to others?
- How can the intersection between your strengths and organizational needs be made clearer to others?

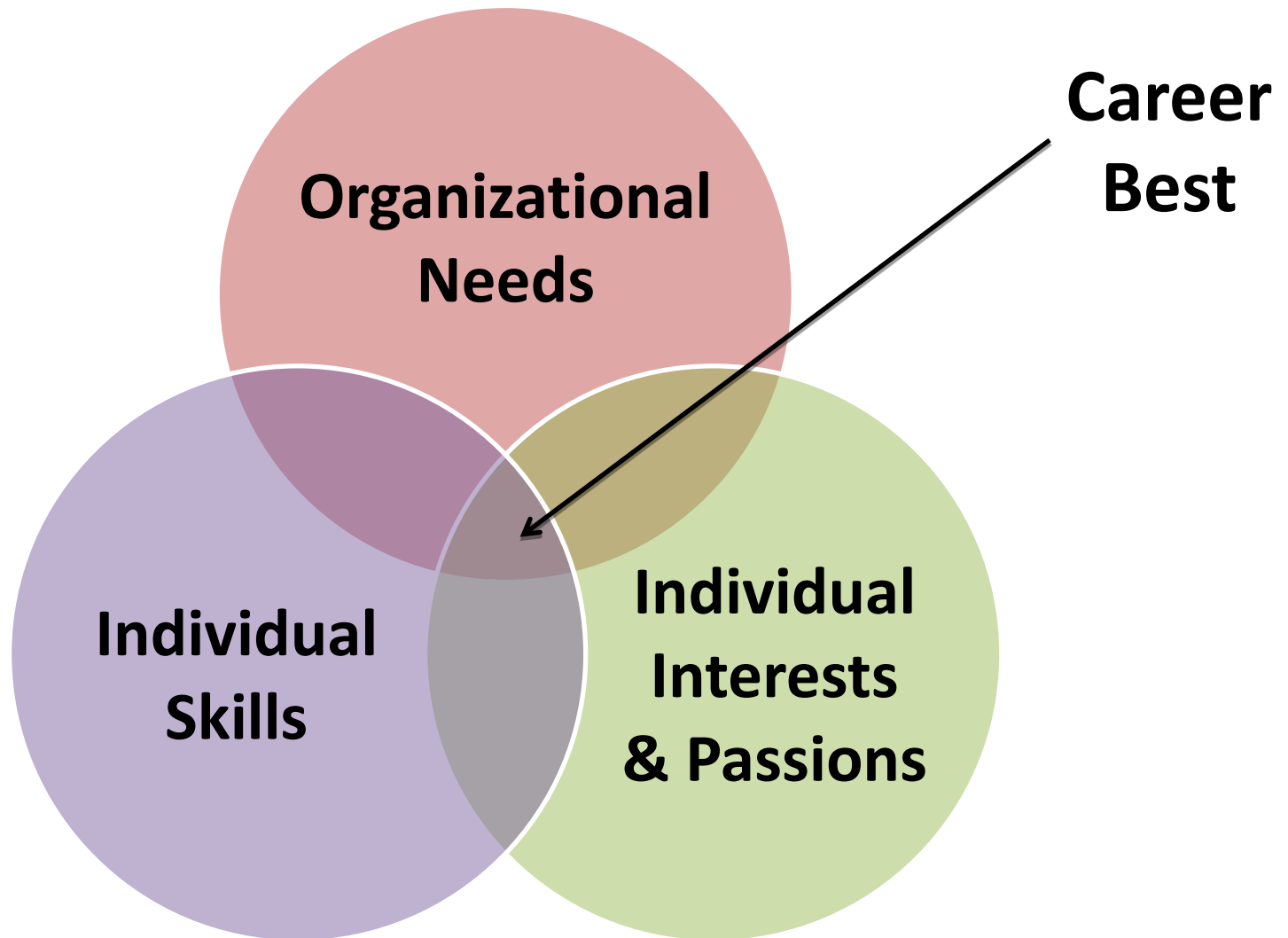
#3: Translating Strengths into Success



**Individual
Interests
& Passions**

- Can you also articulate your interests and passions?
- Do you know what you love to do?
- Do others know?

Translating Strengths into Success



Today's Objectives



3. How to create a Personal Vision for your future

Your Vision of the Good Life?



- Vivid enough to capture your imagination
- Unbounded by the status quo
- Aligned with our authentic essence
- Distant enough to require proactive work
- Clear enough to measure progress against it
- Broad enough to encompass all the major aspects of our lives

Taking a Fantasy Job



What would it be like if I were doing X?

1. List five to ten jobs you would love to do or try. Consider a wide variety, consider jobs you have heard about or seen in movies or on TV.
2. Choose three to five that most interest you or seem most rewarding. Describe each of them, including what you will enjoy or look forward to the most about each job.
3. As you read the descriptions, do you notice any themes or patterns. How are the jobs similar or different? Are there activities (such as being outside) that are part of each? Are there consequences (such as being famous) that are a part of each?
4. List the themes

My Legacy



What will remain or continue as a result of you having lived and worked all of these years?

Write your own eulogy. What makes you feel warm and proud?

What Do I Value?



Rhythms in My Life and Work

- Career and life history – current role back to college
- Important Milestones
- For each transition, note who or what aided in the progress and who or what inhibited progress
- List current activities engaged in for growth, development, learning or improved performance and WHY?

My Personal Vision



- My ideal life and work in 7-10 years
- What will I be doing?
- Where will I be?
- Who will I be with?
- What will my work and life be?
- What or who will I be?

Personal Vision Statements

“I want to accomplish the following.....”

Career	Personal Finance	Wealth Creation	Health	Appearance and Image
Self Development	Relationships	Leisure	Mental Attitudes	Reinvention

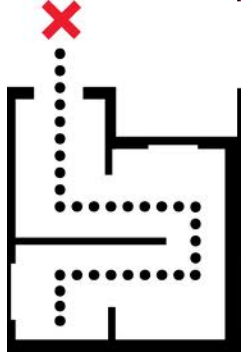
- Short term – one year ahead
- Medium term – three years ahead
- Longer term – within five to ten years

Today's Objectives



4. How to create a strength-based action plan that will enhance your impact and contribution

Creating a Plan



What are you developing towards:

- Are you considering with your personal vision statement?
- Are you too busy doing this job to think about the next?
- Do you know where your strengths can be best leveraged or what is possible next?
- Are you waiting for your manager to make the first move?
- Do you think the future is too uncertain for career planning?

Too many people allow one or more of these questions to delay or even paralyze their actions. They wait or don't know how to articulate their strengths and therefore what they want.

A strength-based action plan starts with:

- Look at yourself
 - Examine your strengths, interests, values and work skills.
 - Find out if others see you the way you see yourself
- Look around
 - Uncover trends (company/industry), learning opportunities, and career options
- Look ahead
 - Identify goals, alliances, support. Create your plan.

Creating the Plan



- Be clear where you are (current state) and where you want to be (future state)
- Actions: write down your goals, exact steps and deadlines.
- Stakeholders: Create alliances with people who can help you reach your goals (mentors, manager, peers, supporters)
- Measure your success and seek learning to help you.
- Always focus on your strengths!

Action Planning Begins Now!



- Take a Blank Sheet of Paper
- Take a few minutes to write a pledge to yourself:
- *Something you plan to do differently starting TOMORROW to focus on you, leveraging your strengths and talents?*
- Complete with date when you would like to be contacted to follow-up on how you are tracking on your pledge
- Sign and date the sheet
- Pass the completed worksheet to the person to your immediate right
- Each individual is tasked with following up with their neighbor to the left on the date they have specified to track their progress

Individual Strengths-Based Action Plan

INDIVIDUAL STRENGTH-BASED ACTION PLAN				
Name:		Current Position		
Ideal Position:		Date:		
Strength-Based Goal	Action Plans	Available Resources or Support	Success Defined	Target Date(s) for Completion

Key Learnings



- Identify Your Signature Strengths
- Create Your Elevator Speech
- What Will Be Your legacy
- Create and Implement Your Plan

About Your Speakers

As President and CEO of **The Leadership Development Group, Inc.**, Tracy Duberman, Ph.D. brings with her a wealth of experience in the field of leadership development, partnering with clients to develop solutions to their leadership and organizational challenges. Tracy is passionate about her work, working tirelessly to achieve outstanding results for her clients.

Tracy works with many Fortune 500 clients designing innovative approaches to talent development. Tracy gains her energy from working with a diverse cadre of talented professionals as partners in developing innovative and meaningful solutions for her clients. Tracy worked as a Leadership and Talent Principle with the HayGroup, one of the world's most respected leadership and talent development organizations, as well as a Change Management and Communications Consultant at Bristol-Myers Squibb. Early in her career, Tracy devoted much of her professional life to healthcare administration in some of the leading healthcare institutions in NYC including Memorial Sloan-Kettering Cancer Center, Mount Sinai Medical Center and Montefiore Medical Center. Tracy is on the faculty of the Department of Psychology, Montclair State University and a frequent public speaker on such topics as physician leadership trends, succession planning and talent development for many industry groups.

Tracy earned her Ph.D. in Public Health Policy and Management from New York University. Her doctoral dissertation, *Assessing the Critical Behavioral Competencies of Managed Care Physicians*, was used as a guide for physician selection for one of the largest managed care organizations in the early 1990s. Tracy holds an M.P.H. from the University of Medicine and Dentistry of New Jersey focusing her research on *The Impact of TQM on Integrated Healthcare Delivery Systems*, and a B.A. in Public Health from the University of Rochester. Tracy is a Certified Physician Executive Coach and is certified in a variety of psychometric assessment tools such as the MBTI, 16PF, Hogan and Bar-On EQi. Tracy is a Fellow of the American College of Healthcare Executives and a member of the American College of Physician Executives.

About Your Speakers

Edana Desatnick has over 20 years experience as a human capital and organization development, HR strategy, and leadership consultant, executive coach and educator. Edana works extensively with senior executives and HR leaders on their key talent and organizational issues across many industries including healthcare, professional services, consumer, and industrial products industries. Prior to consulting, Edana had worldwide responsibility for Organization Development and Talent at Merck. In that capacity, she had responsibility for global leadership/talent planning, performance management and development, and led consulting/coaching to the senior management team on issues of culture, change leadership and organizational effectiveness.

Edana's career includes senior OD/HR leadership roles in a number of leading organizations. Prior to joining Merck, she was Vice President of Organization Development at Honeywell, providing OD leadership in the merger integration of the AlliedSignal and Honeywell organizations. She has also served as Senior Director of Organization Development at Nabisco Brands and at Pepsi prior to that. Earlier in her career Edana was a member of Coopers & Lybrand's global strategy consulting practice. Edana now spends her time providing human capital and organization development, strategic HR, talent planning, strategy, executive coaching, culture, change management and leadership consulting to major corporations/ partnerships. Edana's consulting and coaching brings together her years of leading this work on a global basis for several Fortune 500 companies with her experience consulting with leaders across industries and at different stages of their talent development process and strategy.

Edana began her career doing global development and international trade work with the World Bank, the World AID Organization and on Capital Hill in Washington DC where she worked for the ranking congressman on foreign affairs and human rights. Edana holds a M.B.A. from The Wharton School, University of Pennsylvania and a B.A. in economics from Tulane University.

Resources

- “Career Tests: 25 Revealing Self-Tests to Help You Find and Success at the Perfect Career.”
- VIA Signature Strength Survey
- Buckingham-Clifton StrengthsFinder Profile
- [The Element: How Finding Your Passion Changes](#) by [Ken Robinson](#), [Lou Aronica](#)
- Authentic Happiness, Martin Seligman
- Now, Discover your Strengths, Marcus Buckingham, Donald Clifton
- Developing a Personal Vision Toward Your Ideal Self: Catching Your Dreams, Richard Boyatzis, December 2005
- The Element, Ken Robinson 2010
- www.tldgroupinc.com, Knowledge Sharing Page