



Using the science of
behaviour to realise human
potential



Being Human Group seeks to empower people, positively disrupt workplaces and change the way people lead by using the science of strengths.

Training Partner License **GALLUP**



BEING HUMAN GROUP

REALISING POTENTIAL



The Team

We have a dedicated team based in Johannesburg, with access to over 40 Gallup certified coaches, located across 12 African countries





GALLUP® CERTIFIED
Strengths Coach



Yendor Felgate

Achiever | Deliberative | Strategic |
Learner | Ideation

Magriet Mouton

Individualization | Learner |
Belief | Connectedness | Maximizer



- One of the most unsettling factors for employees is the fast-changing impact of the virus, which is prompting daily changes in corporate directives
- “The core of workspace is community, people coming together. It’s difficult to replace that interaction and connection online”
- No Plan “B”
- “Without empathy, nothing works”
- “Never waste a good crisis”



Virtual Teams – COVID-19

“The world’s largest work from home experiment”

– *Time Magazine*



Reframe

Express differently





**Well
managed
virtual teams
are up to
40% more
productive
(Gallup)**

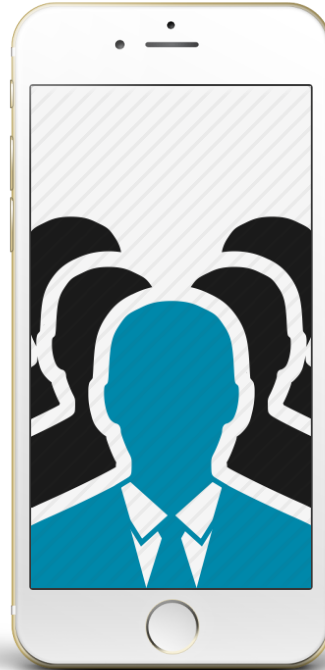
However, this
require new ways of
working and skills

COVID-19 HAS MY TEAM WORKING REMOTELY



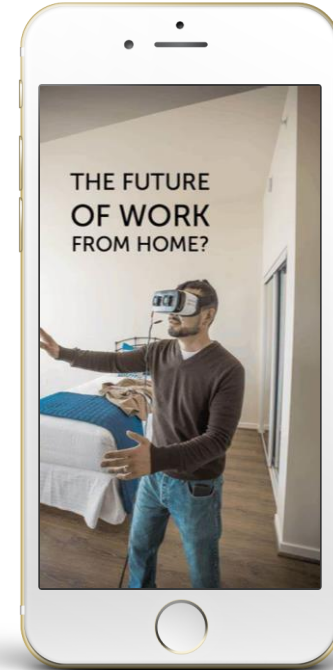
Individualisation

Distance requires greater intentionality



Leadership Support

Set Expectations



Future

About to become the norm



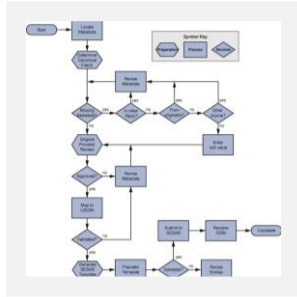
Individualisation

See each person as **one of a kind**. Be intrigued by the **unique qualities of each person and their needs**



Engage

Needs?



Work

Any concerns?



Emotion

How do they feel?



Expect

What do they need to do?



React

How will they react?



Comms

Inclusion



- **TRUST**
- **COMPASSION**
- **STABILITY**
- **HOPE**



What Employees Need Now



TRUST

How can you focus me?

Stability

How can you free me
from unnecessary stress?

Hope

Help me see my importance

Compassion

Know me



You get the **BEST** of me when:

You get the **WORST** of me when:

You can **COUNT ON ME** to:

This is what I **NEED** from you:



- What do you **NEED** in order to navigate the disruption?
- What do you **BRING** to navigate the disruption?



CliftonStrengths®

The science of maximizing human potential by developing people to become great at what they're naturally good at.



Creates the filter and predicts how we respond to disruption





www.bhgroup.africa