

# Welcome back to Strengthscope® events...

## IN REAL LIFE!!

Please join us on Slido



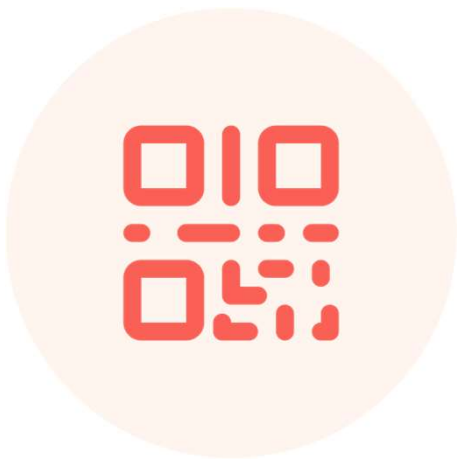
**Strengthscope**



# Strengths Coaching in a Digital World

Discussing the future of coaching,  
facilitation and the new world of work

slido



**Join at [slido.com](https://slido.com)  
#205110**

① Start presenting to display the joining instructions on this slide.

**David Lincoln**  
Managing Director



**Strengthscope®**



# Event Agenda



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9:30 – 9:45 Meet & greet

10:00 – 10:15 Introduction

10:15 – 11:00 Challenges of strengths coaching in a virtual environment

11:00 – 11:05 Break

11:05 – 11:50 Future of team development in a hybrid working world

11:50 – 12:05 Break

12:05 – 12:50 Panel - future of strengths coaching and the impact of technology

12:50 – 1:50 Lunch served with fireside chats  
And networking at the bar for afterhours

optimism



Efficiency

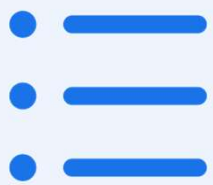


**Scott Christie**

Strengthscope



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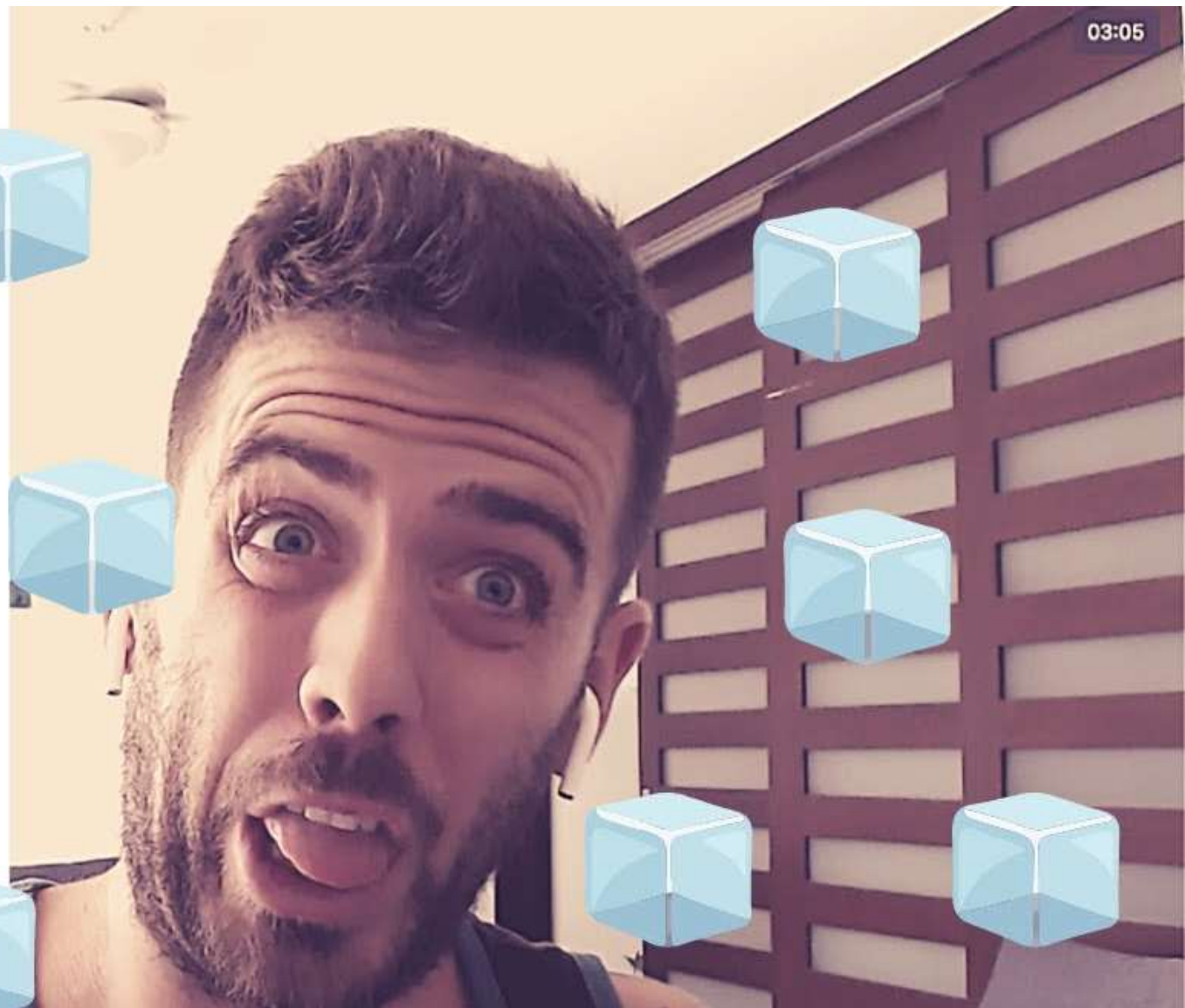
**Where in the Strengthscope wheel did you feel your strengths 'suffer' during the pandemic?**

① Start presenting to display the poll results on this slide.









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**What were your biggest successes/challenges during the pandemic?**

ⓘ Start presenting to display the poll results on this slide.



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**What are the key benefits that help you leverage budget for Strengthscope experiences in your clients/organisations?**

① Start presenting to display the poll results on this slide.



How can tech support  
more effectively?





# BREAK

DARRIN MURRINER  
*CEO / Co-founder,  
Cloverleaf*



# THE FUTURE OF TEAM COACHING

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**CLOVERLEAF**

Darrin Murriner



# TODAY'S PRESENTATION

**01 TEAM TRENDS**

**02 TEAM COACHING**

**03 CULTURE OF COACHING**

**04 RESOURCES**



# WHY TEAM FOCUS?

## POLL QUESTION

**How many TRULY great teams have you been a part of?**



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**How many truly great teams have you been a part of?**

ⓘ Start presenting to display the poll results on this slide.



# THE EVOLUTION OF ORGANIZATIONAL STRUCTURES

## MECHANISTIC

High Specialization

Clear Chain of Command

Formal Processes & Policies

Hierarchical

Authority-Control

## ORGANIC

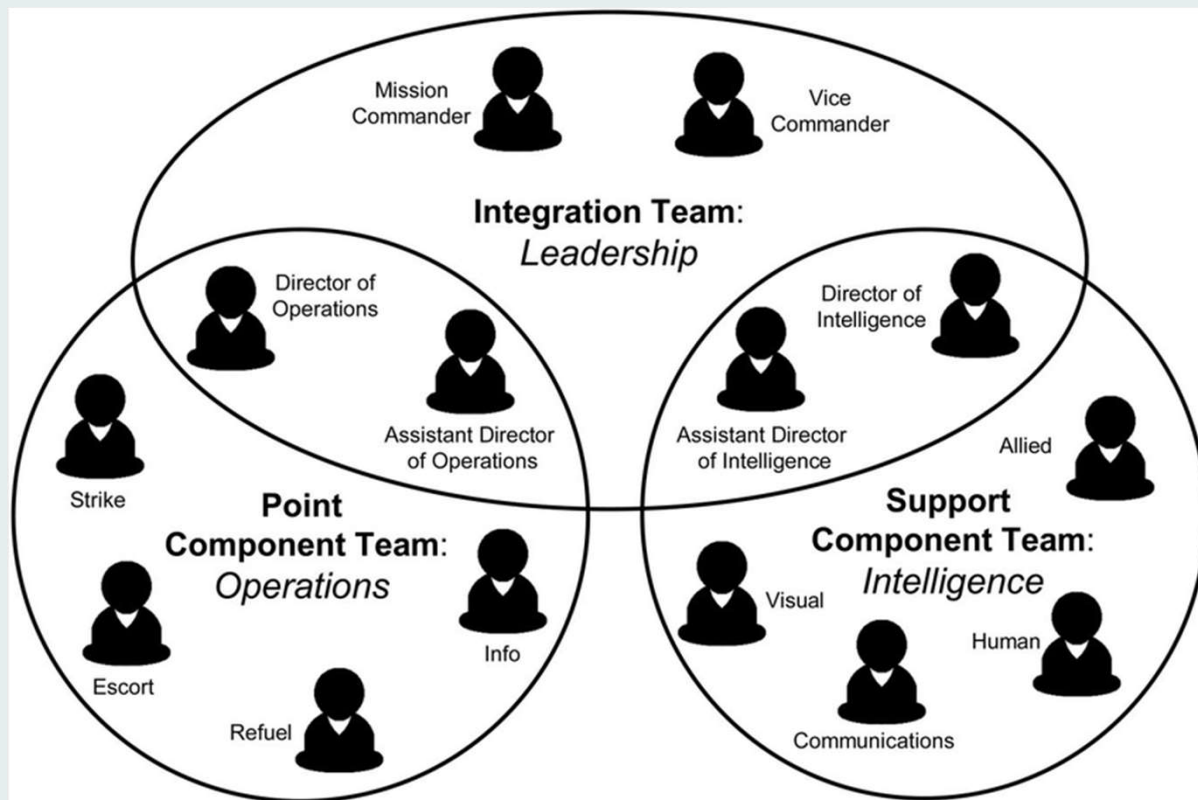
Low Specialization

Unclear Chain of Command

Informal Processes & Policies

Decentralized

Expertise



## REVISED ORGANIZATIONAL FRAMING: MULTI-TEAM SYSTEMS

*complex collective entities comprising two or more teams that share one or more common superordinate goal*


# THE RESULTS

- Increased likelihood of project teams
- Shorter team performance episodes
- Less traditional project team participants
- Less project team member availability
- Less project team member consensus

# THE IMPACT

- Increased asynchronous communication
- Harder to build trust
- Harder to uncover personal characteristics
- Harder to facilitate knowledge transfer





# TEAM COACHING

## POLL QUESTION

**How much of your practice is team focused?**



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**How much of your practice is team focused?**

ⓘ Start presenting to display the poll results on this slide.

# BARRIERS

- Too complex
- Lack of trust
- Tools & resources are inaccessible
- Can feel disconnected from the work
- Translating individual into team

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**What are the biggest barriers to team coaching?**

① Start presenting to display the poll results on this slide.



# TYPICAL ELEMENTS

## DISCOVERY / DIAGNOSTIC

Interviews

Assessments

Objectives / Goals

## DESIGN

Goals

Approach

Expected Outcomes

## DELIVERY

Experiential

Performance-focused

1:1 or Group

## SUSTAINABILITY

Tools

Frameworks

Continuous Assessment

# TYPICAL ELEMENTS

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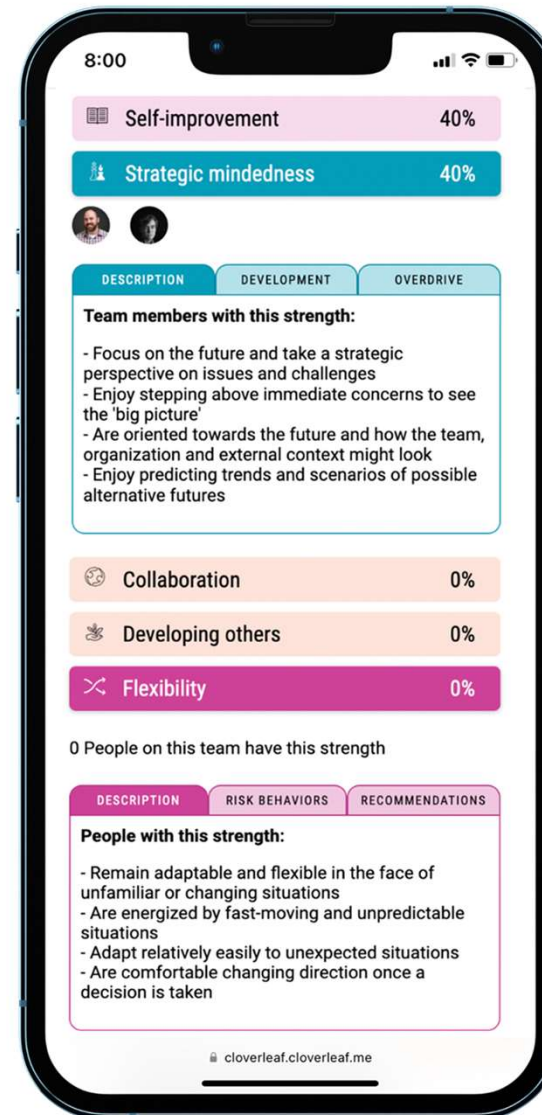
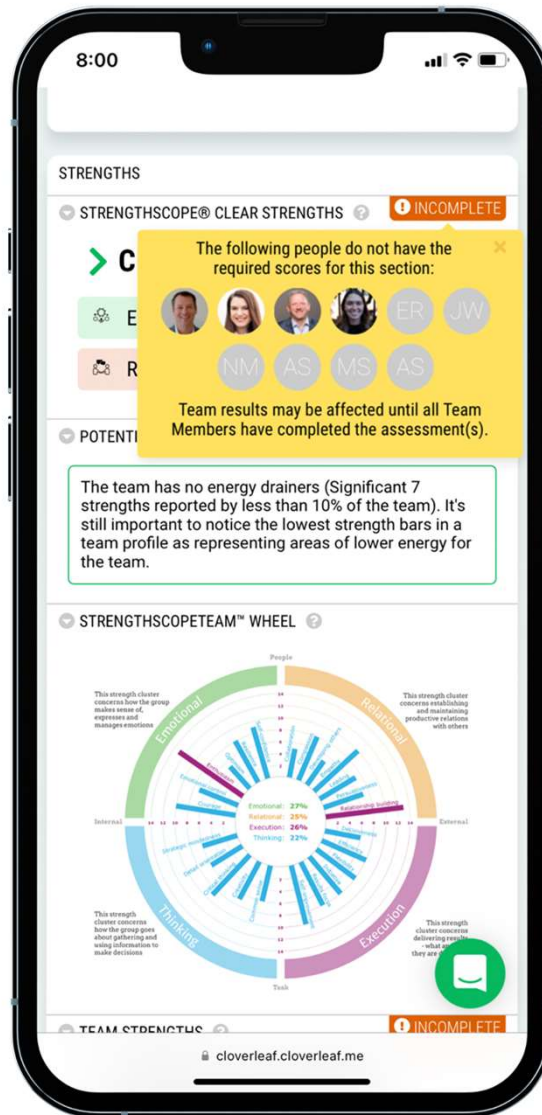
1:1 or Group

## SUSTAINABILITY

Tools

Frameworks

Continuous Assessment

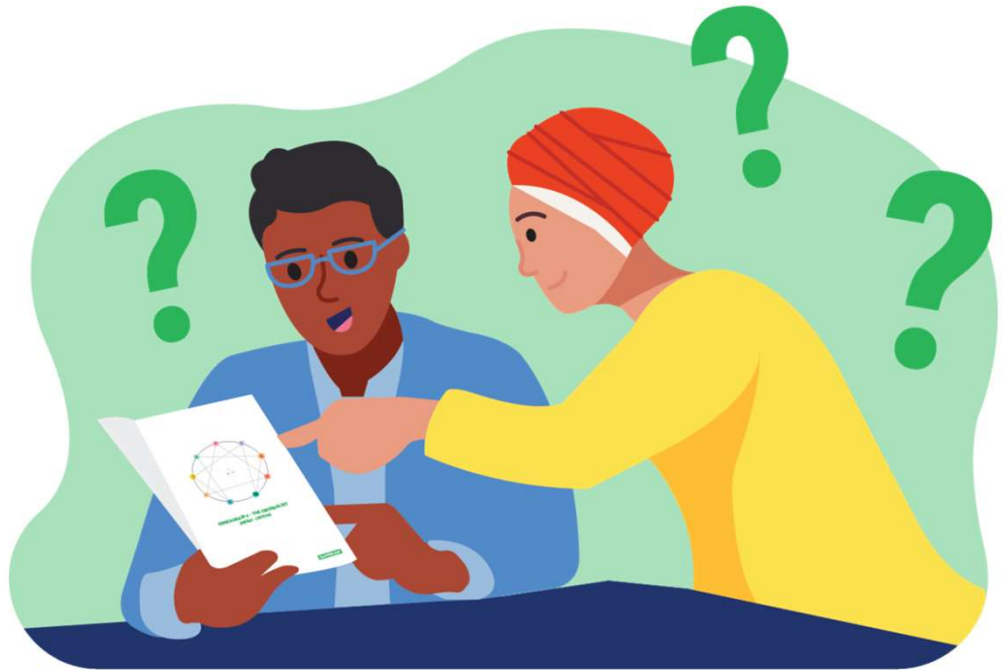


The background is a solid green color. On the left side, there are several overlapping circles of varying shades of green, creating a layered effect. The text 'CULTURE OF COACHING' is centered in the middle of the image in a bold, white, sans-serif font.

# CULTURE OF COACHING

# COACHING

- To truly have an impact consider how you can help your clients create a culture of coaching.
- Can't be reliant on individual coaches, but we need to teach and resource managers to do coaching well





# LAYERED COACHING

## CONTINUOUS MICRO-COACHING

### Daily

Regular coaching touchpoints to build self and others-awareness

### Coach Tips

Often first touch-point for most sessions & begins in a passive, pushed format leading to additional active-engagements

## ON-DEMAND COACHING

### Weekly or Monthly

Ability to discover data & insights for specific needs or situations

### Visualizations & Tools

Often assessment-specific visuals & related content for individuals or groups in order to surface data & facts, highlights trends or outliers & provide supporting insight

## FACILITATED SESSIONS (1:1 or group)

### Monthly, Quarterly, or Bi-Annually

Team-based conversations establishing common vocab, creating trust & psychological safety, & directing the team & individual coaching journey

### Visualizations & Tools

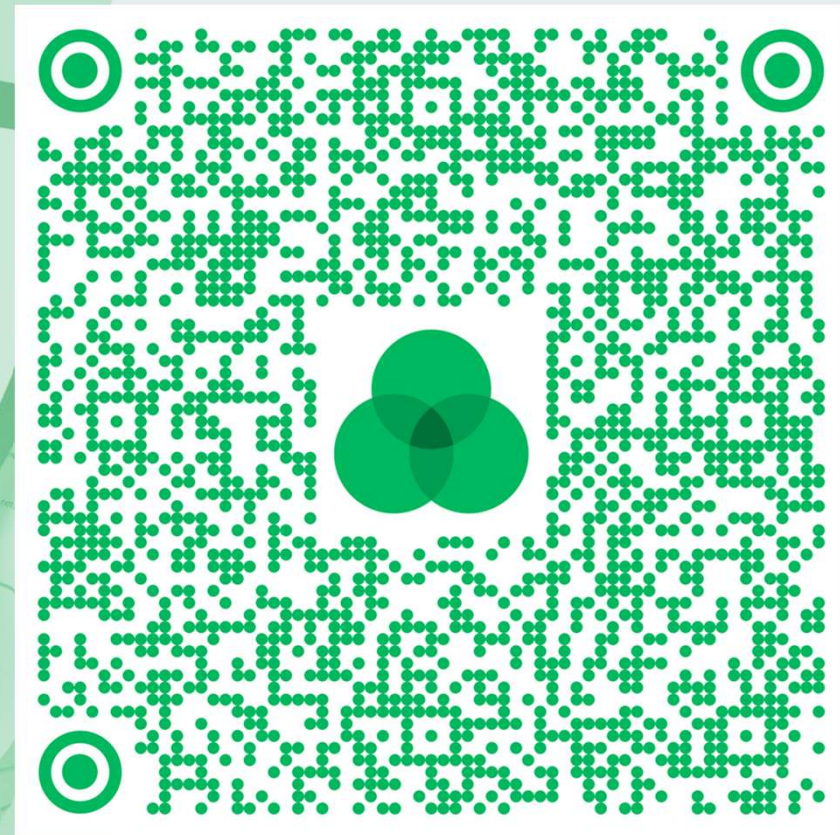
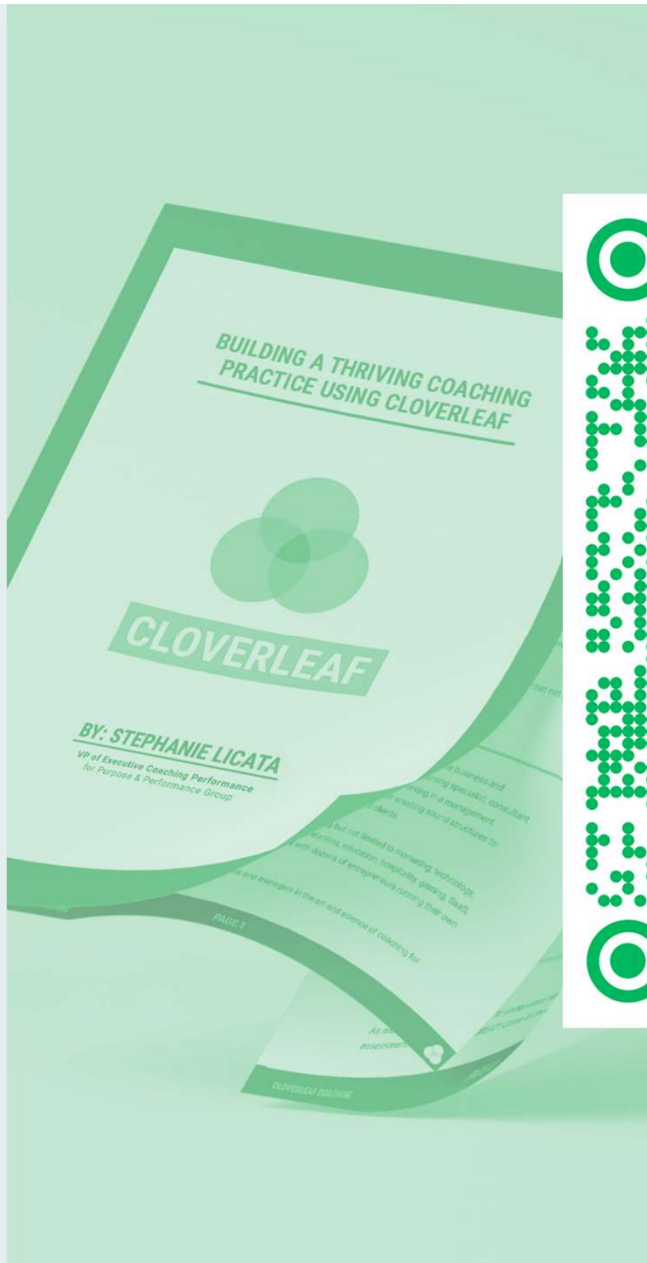
Same visuals as On-Demand, paired with a human coach or supporting resources to facilitate real-world conversation



# RESOURCES

# RESOURCES

- “Building A Thriving Coaching Practice Using Cloverleaf” Ebook
- Join our community for ideas and content to grow your practice
- Schedule a demo or set up a free trial for your team or your client



<https://cloverleaf.me/strengthscope-event>

## Slide 37

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- 1 both are updated. I put "join our community" as the main CTA on the landing page---the ebook is just below it. Thanks for the feedback.  
Joanna Harvey, 04/05/2022
- 1 @joanna@cloverleaf.me are you still working on combining this slide with the next one? Also, I looked at the landing page and I think we need to remove free trial and focus on getting them to submit their info to get all the free resources. I apologize if you are still in process on this.  
\_Reassigned to Joanna Harvey\_  
Darrin Murriner, 04/05/2022
- 2 @darrin@cloverleaf.me do we want to give them access to the free trial at all, or just the resources and "Schedule demo"?  
\_Reassigned to Darrin Murriner\_  
Joanna Harvey, 04/05/2022

# QUESTIONS?

**DARRIN MURRINER**

darrin@cloverleaf.me

Know Yourself.  
Know Your Team.  
Improve Performance.



WEBINAR

# How workplace teams achieve peak performance



10 MAY @ 10 AM

Register for the webinar





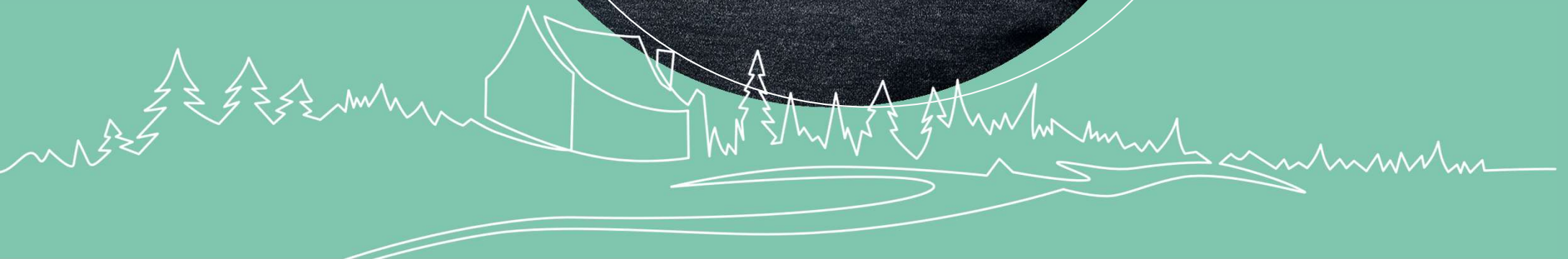
# BREAK



Claire Graham  
Strengthscope

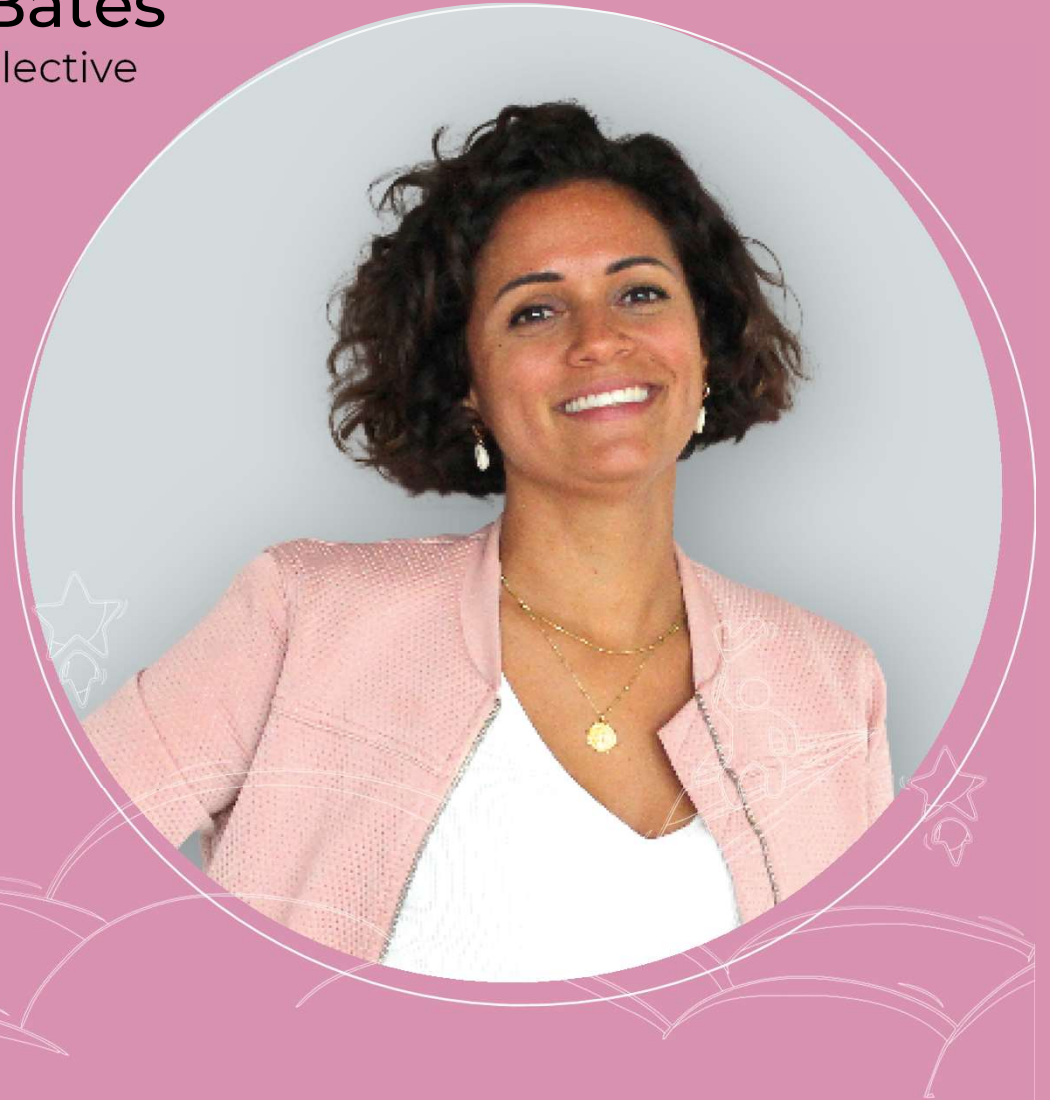


**Darrin Murriner**  
Cloverleaf





**Zara Bates**  
You Collective



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## Audience Q&A Session

ⓘ Start presenting to display the audience questions on this slide.



## Panel question 1

Are you seeing the demand for 121 coaching rise or fall and what (if anything) is taking its place?

## Panel question 2

Are clients expecting a different approach to team sessions and what are the facilitation challenges you are finding in the hybrid working world?

## Panel question 3

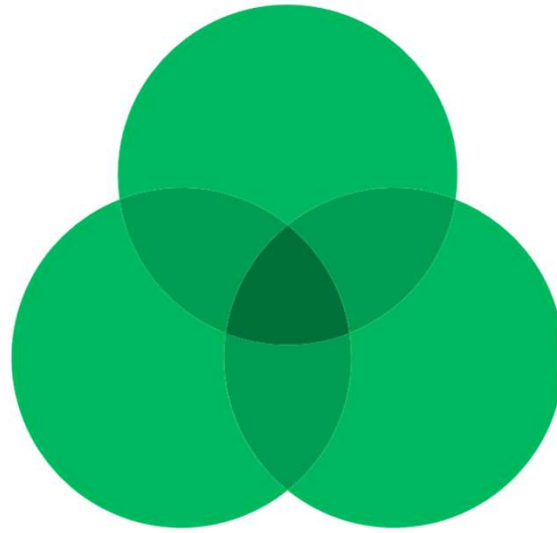
Do you think AI and machine learning could be used to develop a virtual strengths coaching experience – and what would be missing without a human?



# LUNCH & FIRESIDE CHATS



# Strengthscope®



**CLOVERLEAF**