

STRENGTHS APPROACH TO BUILDING TEAMS & ORGANISATIONAL CULTURE

Do you want to build a culture within your team or organisation of 'where to?' rather than focussing on what is not working? Do you want to find ways of moving forward by reflecting upon your individual and collective strengths? Founded on strengths-based, solution-focussed

and Appreciative Inquiry principles, this highly-interactive workshop is an opportunity for your team to gather and explore the values that drive practice, foster a team approach to goal setting and develop cultures of feedback, shared leadership and collaboration.

AUDIENCE

This workshop is suitable for anyone working in human services who is part of a team, leads a team, or is interested in team-building, including workers, managers, supervisors and organisational culture-builders. It is appropriate for those with no knowledge of strengths-based principles as well as those with prior learning who want to hone their skills in creating effective teams and building organisational culture.

CONTENT ELEMENTS

Content elements can include:

- Strengths approach values and beliefs
- Exploring individual, group and organisational strengths
- Reciprocity: asking for help and offering yours
- Seeking and giving permission
- Goal-setting, decision-making and next steps
- Peer supervision
- Creating collaborative organisational cultures of shared leadership, shared responsibility and shared learning.

LEARNING OUTCOMES

Participants have the opportunity to:

- explore the link between personal values and those of the team in which they work
- consider the connection between individual, team and organisational strengths
- reflect upon the principle of reciprocity and shared leadership within team work
- consider strengths-based narratives for team and organisational storytelling
- examine the role of the individual in team goal setting.

PRACTICE KNOWLEDGE

This training is grounded in over 25 years of working with human services organisations to develop strengths-based practice. The strength approach to groups, teams and organisational culture explored in this training provides a set of values and skills that emphasise the importance of identifying, mobilising and celebrating strengths. This training is also informed by other knowledge platforms for practice including solution-focussed practice, Brief Therapy, Appreciative Inquiry, Choice Theory, circles approaches to teams and narrative approaches.

RESOURCES USED IN THE WORKSHOP

Resources used in this workshop will be drawn from the following:

- A range of strengths-based tools published by St Luke's Innovative Resources, particularly *Walking the Boundaries*, *Talking Up Our Strengths*, *Choosing Strengths*, *Self-Care Cards for Home & Work*, *Vision for Supervision*, *Rainbow Talk*, *No Room for Family Violence*, *Strengths in Circles*, *Next Steps* and *Cars 'R' Us*
- Hand outs and other paperwork tools such as *Elephant in the Room* and *Message in A Bottle*
- Online visual components
- Images, quotes and artefacts to engage and inspire.

DURATION

½-day to 2-day workshop



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