



allstarteams

WORKSHOP DEMO

STRENGTHS-BASED POWER SKILLS

*For Team Managers
Everywhere*



Welcome

This Deck outlines the Workshop's purpose, mechanics, benefits, and administrative information.

Workshop Delivery Formats

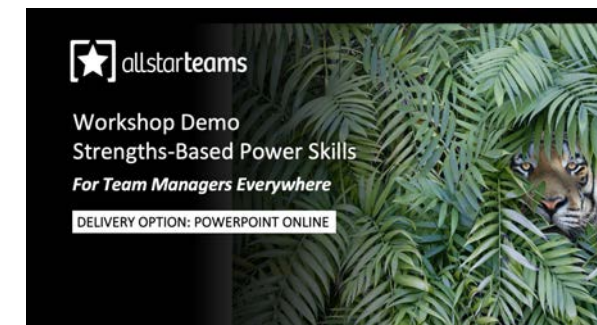
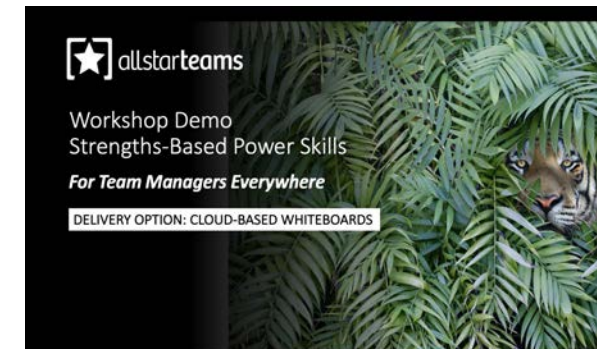
The Workshop experience may be facilitated in two formats.

- Using Cloud-based Whiteboards
- Using PowerPoint Online

Workshop Scenario Decks

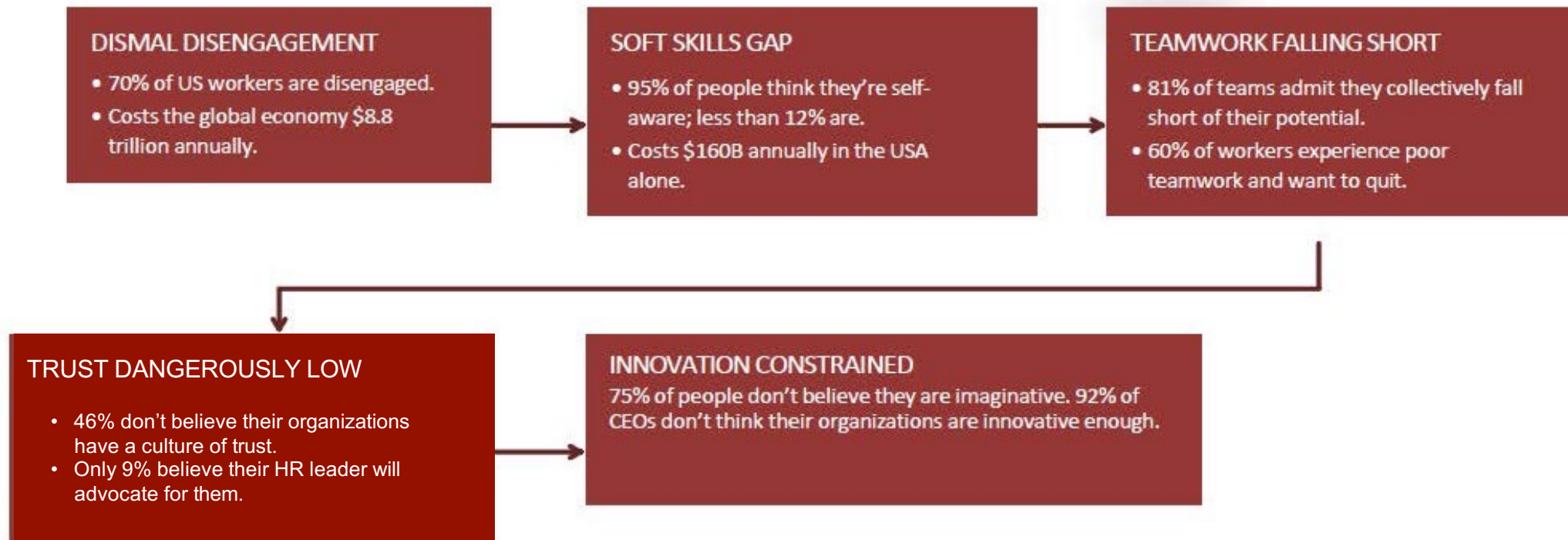
To picture the AllStarTeams Workshop experience, we've introduced a fictitious company- Lion Software LLC – and its core IT personnel – Team Lion.

- See Demo Deck I: Using Cloud-based Whiteboards
- See Demo Deck II: Using PowerPoint Online



Today's Challenges for Managers

"The World's Workplace is Broken."
Jon Clifton, CEO, Gallup*



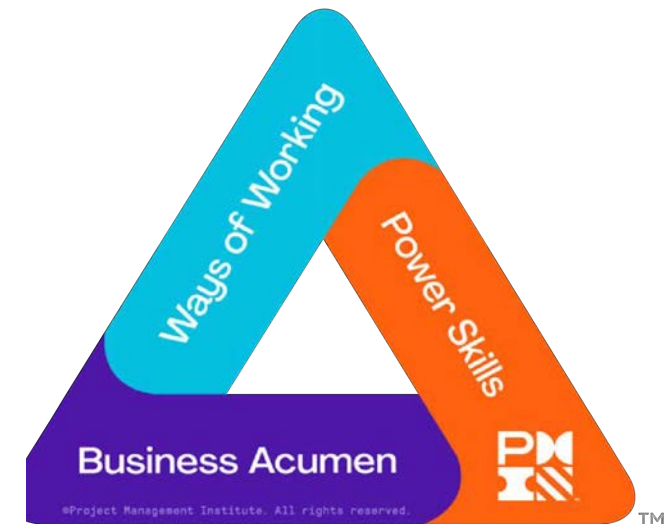
* Gallup 2024 State of the Workplace Live Stream Launch

Power Skills Are Crucial

“Organizations that place a higher value on Power Skills tend to perform significantly better on multiple key drivers of success.”
Project Management Institute

“Power Skills are the new organizational necessity”
Marcela Fratescu, PwC Malta

“We need to take these “Power Skills” seriously and build experiential programs that start at the top.”
Josh Bersin Company



Power Skills Checklist

STRATEGIC THINKING

The abilities to align projects with organizational goals, anticipate risks and identify opportunities are important.

COLLABORATIVE LEADERSHIP

Fostering teamwork and empowering team members help leaders inspire innovation and build trust.

COMMUNICATION

Effective verbal and written skills help articulate ideas and address conflicts.

PROBLEM-SOLVING

Analytical thinking and creative approaches help overcome obstacles, identify the root cause of issues and explore alternative solutions.

SUB SKILLS A - Z

- Accountability
- Adaptability
- Analytic Thinking
- Collaboration
- Communication
- Creative Thinking
- Discipline
- Empathy
- Future-focused
- Innovative mindset
- Pattern-finding
- Problem-solving
- Purpose-oriented
- Strategic thinking
- Trust-building

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Problem: “Almost Universal Gap”

PMI Survey Results*

- 92% of PMI respondents agree Power Skills help them "work smarter"

However -

- 74% - Don't spend training dollars or time developing Power Skills

Main Reasons Cited

- Lack of Perceived Value
- Cost – Time

* Pulse of the Profession® 2023, 14th Edition | PMI



Our Solution: Real Life Practice

People skills are multifaceted, interrelated, and dynamic. They are never exercised individually or in isolation, but always practiced between people on project teams. Practical training should reflect this holistic reality.

2 STRENGTHS & FLOW

PURPOSE
Your self-identified **Basic and Flow State Strengths** form two complementary **Team Analytics Tables**. When reviewed together in context, they help reveal new insights about how to play best to your diverse strengths as a team. *"By understanding and leveraging one's strengths, optimal performance for individuals, teams, and..."*

REVIEW

	CORE STRENGTHS				FLOW STATE			
FOR DISCUSSION What patterns do you see? Does this match with how you see your Team Strengths?	40	37.5	44.8	35	40	37.5	44.8	35
Steve Walsh, Consultant	40	37.5	44.8	35	40	37.5	44.8	35
Mark Tapan, Director, Strategic Tool Products	40	37.5	44.8	35	40	37.5	44.8	35
Eric Schmitt, Agile Coach	40	37.5	44.8	35	40	37.5	44.8	35
Carole Rink, Project Manager	40	37.5	44.8	35	40	37.5	44.8	35
W. Andrew, Professional Coach	40	37.5	44.8	35	40	37.5	44.8	35

FOR DISCUSSION
What patterns, if any, do you see?
Think about what a Team Flow State might feel and look like.
Can you share any related examples or experiences?

CREATE TEAM STAR

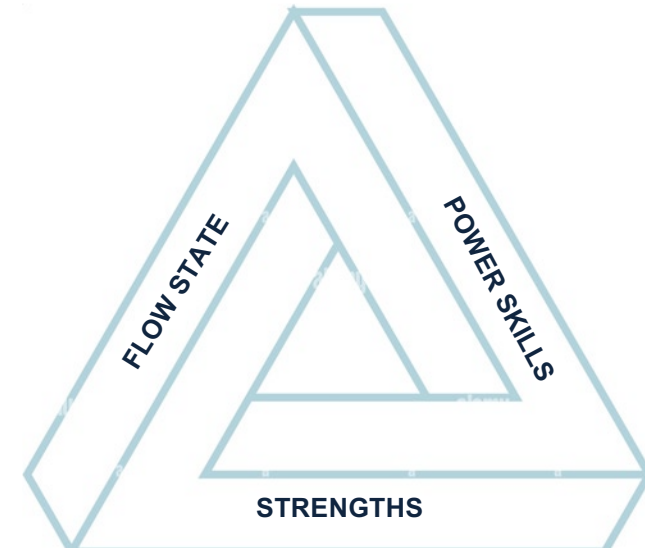
DIRECTIONS
Please drag your Team Strengths circles onto the Star in order starting with your team's Primary Strength.

FEELING
43.75% Blue
35.25% Green
24.85% Red
6.25% Yellow

Rationale

This Workshop – Learn how these three elements combine to fuel professional development and team performance

- ★ Your Strengths - Inherent Qualities Or Attributes.
- ★ Your Power Skills - Abilities Learned Through Practice.
- ★ Your Flow State - When Strengths And Skills Align.



Checklist: Strengths-Based Power Skills Alignment

- One Workshop
- Two Modules
- Six Hours



POWER SKILL	MODULE I: PROFESSIONAL DEVELOPMENT	MODULE II: TEAM DEVELOPMENT
✓ Strategic Thinking	<p>Refine Strategic Insight: Deepen understanding of personal strengths and align them with organizational objectives. Sub Task: Strategic thinking</p> <p>Envision Your Positive Future: Developing a future-focused mindset. Sub Task: Future-focused</p>	<p>Empower Your Team: Align team goals with strategic organizational objectives. Sub Task: Purpose-oriented</p> <p>Identify Shared Flow State: Facilitate team alignment with strategic vision. Sub Task: Pattern-finding</p>
✓ Collaborative Leadership	<p>Cultivate Leadership Awareness: Recognize your leadership style and its impact on team dynamics. Sub Task: Empathy</p> <p>Play to Your Strengths: Leveraging personal strengths for leadership. Sub Task: Accountability</p>	<p>Appreciate Diverse Strengths: Foster an inclusive team environment. Sub Task: Collaboration</p> <p>Elevate Team Identity and Spirit: Build a cohesive team culture. Sub Task: Trust-building</p>
✓ Communication	<p>Assess Communication Styles: Identify personal communication strengths and potential areas for improvement, focusing on effectiveness in diverse settings. Sub Task: Communication</p> <p>Identify Your Flow State: Communicate act on it. Sub Task: Discipline</p>	<p>Empower Your Team: Encourage open and effective communication among team members. Sub Task: Communication</p> <p>Harness for Optimal Performance: Develop shared communication strategies. Sub Task: Purpose-oriented</p>
✓ Problem-Solving	<p>Play to Your Strengths: Apply individual problem-solving skills to overcome challenges. Sub Task: Problem-solving</p> <p>Creative Thinking: Utilize creativity for innovative solutions. Sub Task: Creative Thinking)</p>	<p>Identify Shared Flow State: Collaboratively solve problems using team strengths. Sub Task: Analytic Thinking</p> <p>Harness for Optimal Performance: Leverage team creativity and innovation. Sub Task: Innovative mindset</p>

Take-Aways

Upon completion, participants receive the following:

Via Cloud-based Whiteboards or PowerPoint Online

Holistic Approach: Combines insights from overall experience to guide personal and professional growth.

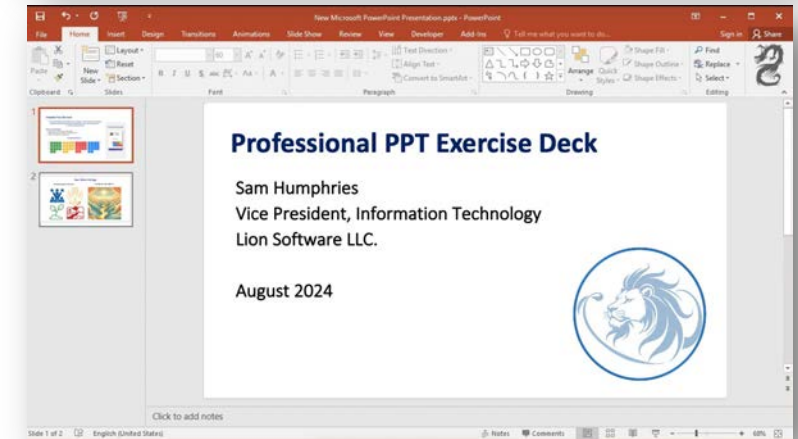
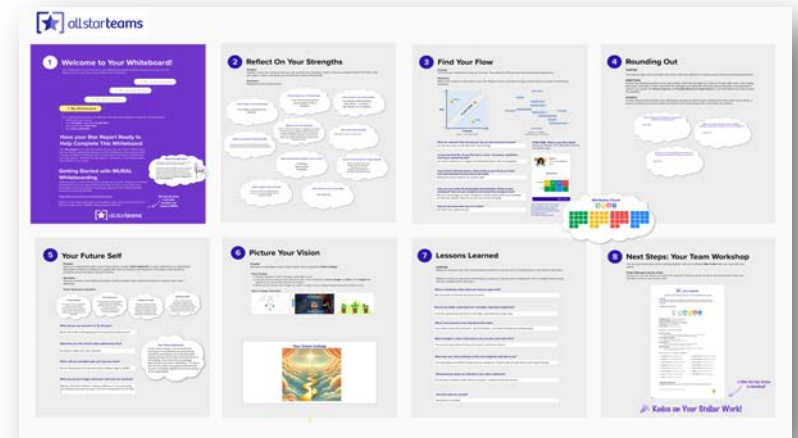
Star Assessment Report: A summary of strengths, stressors, and working styles based on the initial self- assessment.

Star Card: Continues to have value for professional and organizational development.

AI Generated (Beta)

Individual Whiteboard Report: Highlights key insights and reflections gained from the individual whiteboard exercises.

Team Dynamics Report: Focuses on how the individual contributes to team dynamics and flow, generated after the team whiteboard exercises.



Training + Certification

As a manager, upon completing your workshop, you are only a short exam and a reasonable annual fee away from gaining access to the

- > AllStarTeams Playbook
- > Facilitator Certification
- > Workshop Platform

Our philosophy is simple: -

As a Project or Product Team Manager, you already have a solid professional foundation.

Once you understand the basics of the AllStarTeams strengths-based methodology, you'll be ready to implement it with your project teams.



Workshop Access Points

Flex

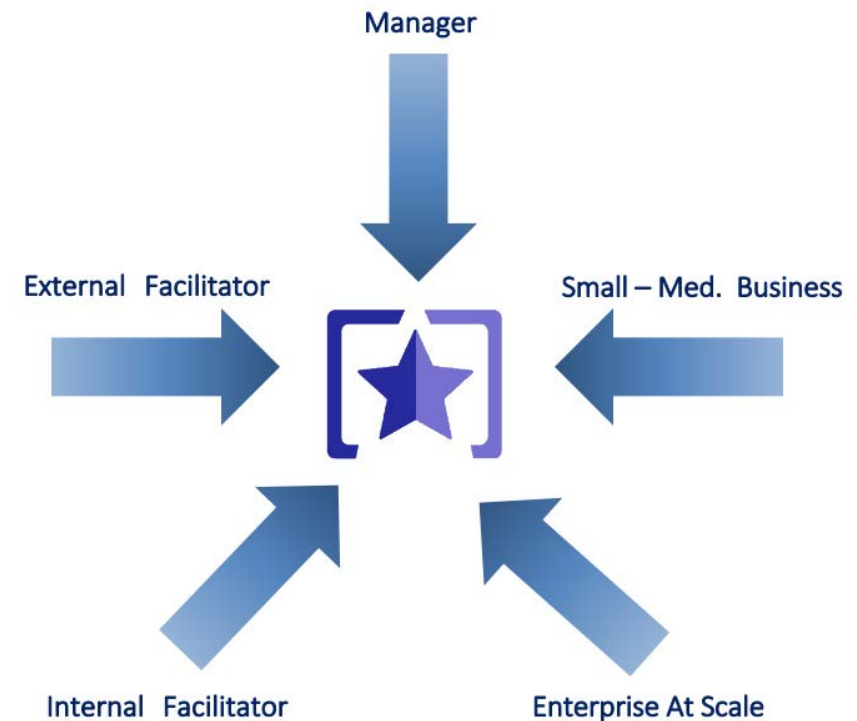
- Facilitators—internal or external— can integrate into existing programs.
- Provides basis for ongoing coaching.

Versatile Delivery

- Suitable for virtual, hybrid, and in-person sessions.

Scale

- Works for one team, a team of teams, SMBs, and enterprise at scale.



Introductory Pricing

Workshop Individual Participant: **\$375 US**

Optional For Certification and access to Playbook, Platform, and Support

Annual renewal fee: **\$250 US**

Growing need and opportunity

“Like a plant that grows in the direction of the light source, individuals and groups strive to grow towards the positive image they hold.” Dr. David Cooperrider

2 million+ professionals in associations across sectors must re-certify every 3 years demonstrating competencies including soft, or power, skills including:

- Project Management Institute (PMI)
- American Society of Civil Engineers (ASCE)
- Institute of Management Accountants (IMA)
- Chartered Institute of Arbitrators (CI Arb)
- American Society for Quality (ASQ)

Professionals everywhere are primed for growth and development regarding self-awareness, empathy, and soft skills.



"By understanding and leveraging one's strengths, a flow state can be achieved leading to optimal performance for individuals, teams, and organizations."

Dr. Mihaly Csikszentmihalyi

Demo – 45 Minutes

Facilitated Workshop

Module I – 3 Hours

Module II – 3 Hours

For more information: <https://allstarteams.com/contact/>

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