



Common Leadership Curriculum

Session 3: Maximizing Strengths in Your Work with Others



MANDELA
WASHINGTON
FELLOWSHIP
FOR YOUNG AFRICAN LEADERS



Group Expectations

- Participate fully
- Have positive intent
- Be respectful!
- Be aware of confidentiality
- Be willing to provide feedback
- Have fun!

Quick Review: Session 2

- Turning talent into Strength
 - Strength = Talent x Investment (skills + knowledge + practice)
- Strengths Development Plan
- Gallup's 34 Strengths, including contributions and needs
- Discovering pools of talent (Gallup domains)

On Excellence

“Excellence is a bridge that spans from understanding to application.”

- Unattributed

The Four Domains

Executing

Influencing

Relationship
Building

Strategic
Thinking

Remember: While individuals on teams may exhibit only select Strengths, the strongest teams are well-rounded in their representation of a variety of Strengths.

Discussion: What You Bring

Consider the following for this cohort

What is our dominant domain?

What is our least dominant domain?

What is our area of greatness potential?

Do you see any gaps?

What have we learned about our group?

The Five Clues to Talent

- **Yearning:** We are naturally drawn to activities that use our talents.
- **Satisfaction:** Using our talents gives us pleasure and energy.
- **Rapid Learning:** We learn more quickly than our peers when using a talent.
- **Glimpses of Excellence:** We experience high performance and continual improvement. There doesn't seem to be ceiling on our potential.
- **Flow:** We often lose track of time when we are participating in the activity.

The Five Clues to Talent

Ife

Ted

Samuel

Addi

Kaj

Flow

Glimpses of Excellence

Rapid Learning

Satisfaction

Yearning

What is a Strength?

A Strength is a talent that one has developed by adding skills, knowledge, and practice. It becomes something you are consistently good at doing and something that excites, engages, and energizes you and those around you.

Power Labels

- Ashanti's Strength of **Communication**
- James' Strength of **Input**
- Kwame's Strength of **Belief**

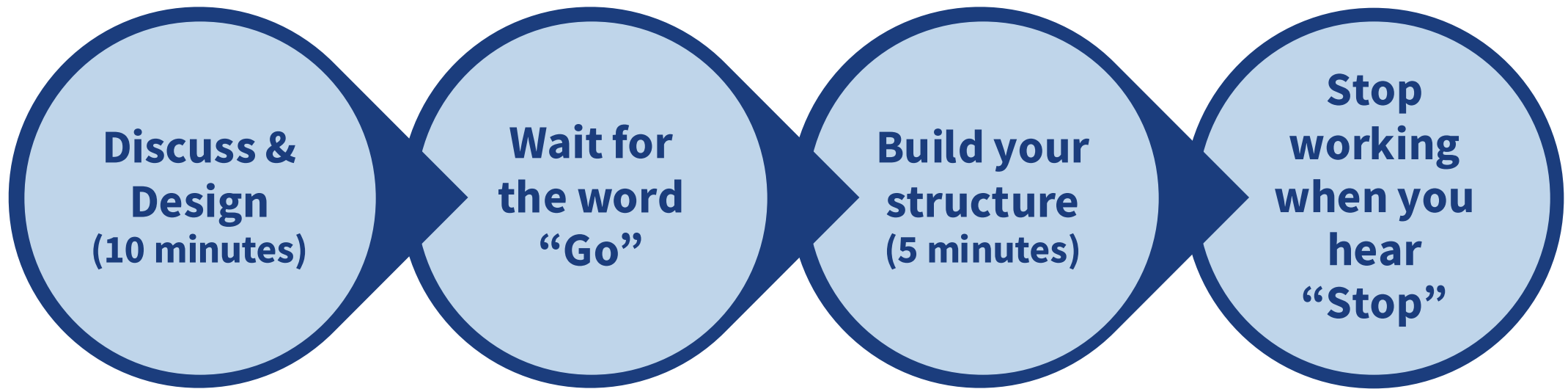
Discussion: Power and Edge

Think of a time when you were responding, reacting or operating from the edge of one of your Top 5 Strengths and discuss with your partner the following questions:

What were your actions at the time?

How could you have managed that Strength differently so as not to be viewed as a weakness?

Activity: Design It! Build It!



Design It! Build It! Debrief

In your small group, consider the following...

- What happened?
- What worked?
- What didn't?
- What would have helped?

With respect to talent/knowledge/skills...

- What did you have too much of?
- Not enough of?
- What impact did that have on outcomes and/or team dynamics?

“Do not judge me by my successes, judge me by how many times I fell down and got back up again.”

- Nelson Mandela

**When we are practicing and living
Strengths-based leadership, we get back up and
help others to do the same.**

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