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The Strengths-Focused Guide to Leadership: Identify Your Talents and Get the Most From Your Team

Mike Roarty, Kathy Toogood

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This effective guide shows you how to identify and develop the strengths of both yourself and your people, and ensure that talent is spotted and nurtured at every step.

Strengths-Focused Leadership is the only step-by-step practical guide on the market to identifying and enhancing people's innate strengths - which leads to higher levels of energy, job satisfaction and engagement.

Rather than relying on online assessment tools, this book shows you how to discover your strengths yourself and how to use this process to assist others.

The authors have used their executive coaching backgrounds to build a practical model for using and applying the strengths focus. The MORE model focuses on 4 key elements:

- **M**yself – how do I identify and develop my own strengths and overcome my weaknesses?
- **O**thers – how do I help my people do the same?
- **R**egular conversations – how do I ensure that 'strengths thinking' becomes part of business as usual?
- **E**mployee processes – how do I apply a strengths focus to recruitment, induction and performance?

Broken into 3 chapters on each element, the Model teaches you how to use the strengths focus to tackle key business challenges – collaboration, change and strategy.

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