IP BEST PRACTICES

Strength-based Leadership

A best practice shared by Peter Schlatt.

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Strength-based Leadership

Enables organizations to have a skill-oriented view on teams and individuals, increasing motivation and retention through a strength-based leadership component.

Key steps

As a foundation, selected (leadership) teams or the whole organization performs a standardized strength test helping to categorize strength into key skill areas (e.g. analytical, emotional, leadership skills).

Increase awareness and usage of personal strength via team-related questionnaires and workshops, and facilitate a team-specific matching of its strength-profile with current tasks and challenges.

Establish organizational processes to evaluate skill requirements for teams and positions and initiate task redistributions, review of team structures and upskilling needs.

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