

f r t e
S T R E N G T H S

coaching | growth | development



one to one **coaching**
team **growth**
group **development**

MY VISION

To ensure that everyone is provided with **AUTHENTIC** opportunity.

MY MISSION

Helping people find that **FIRE** in their belly, using the **ENERGY AND SYNERGY** of their unique qualities to harness their **POTENTIAL** to flourish! **OPPORTUNITIES** are futile without the right support, in the right place at the right time!

Helen Kane

Strengths Coach



WELCOME

I am delighted that you are curious to explore what I have to offer through **STRENGTHS COACHING**. I hope it sparks your interest in looking at personal and professional development through a Strengths lens and that we can have some great conversations, as you want to know **MORE**. As you can rightly assume I am a huge advocate of Strengths Coaching. It allows for a synergy of two of my own Strengths in **RELATIONSHIP BUILDING** and **DEVELOPING OTHERS** and I would love to bring it to you, your team or your group!

MY ETHOS

I believe that when people are given **OPPORTUNITIES** to develop their expertise of their own Strengths, they are able to embrace what they have to offer and fully apply this to optimise their **UNIQUE** energy. This ripples across work/business, home life, relationships, parenting and lifestyle choices.

WHAT I DO

- At Forte Strengths Ltd I offer Accredited Strengths Coaching to individuals, teams and groups, underpinned by the positive psychology of the **STRENGTHSCOPE** Psychometric Profile and **NEURO LINGUISTIC PROGRAMMING (NLP)**.
- This is the only tool of its kind to be approved by the **BRITISH PSYCHOLOGICAL SOCIETY**.
- I also have the unique positioning to dovetail my background in Leadership and Management Practice and Systemic Social Work principles into this work.

UNDERPINNING PRINCIPLES

- The underpinning principles of my work are grounded in **POSITIVE PSYCHOLOGY** and **NLP**. This switches up the more typical negative focus of psychology, to shine a light on what works well and why.
- During strengths coaching, I focus on areas that **ENERGISE**.
- This does not mean ignoring areas that might be **DRAINING**. However, the focus is different and allows for a much more positively framed understanding of you, your team or group. When you are in this space, neurologically you feel less threatened and able to open yourself up to choice and creativity to work on what you can improve.



One to One Coaching

Picture this....

Imagine jumping out of bed each day, feeling energised and ready for any upcoming challenges the day might bring your way! Grabbing opportunities with both hands! Have you been there, do you want to be? Ultimately, being happy and fulfilled..... but, how do you get there when feeling:



We collaborate to:

- Change your frame of mind/mindset
- Energise and motivate yourself
- Engage and inspire yourself towards achieving your goals.
- See challenges as opportunities



The impact being you





Team Growth

What does your thriving team look like.....?

We all want to work in a happy team that understands the organisational vision and goals. There can be barriers that pose a challenge to this. What challenges are your team/organisation facing? Might it be:



We collaborate during one to one coaching, team workshops and 360 degree feedback to:

Foster a sense of unity and purpose.

Rejuvenate motivation and reinvigorate productivity.

Equip your team with the tools and mindset necessary to overcome challenges and thrive collectively.

Create a cohesive team that understands how their collective Strengths work so much better together as a synergy.



The impact being a team that





Group Development

Does your group's mission include to empower and work in partnership to make life better?

Your group might be bonded by a common characteristic, such as those attending a training or development session, young people's group or adults who face adversity or students considering their employability. There might be areas to focus on around factors such as:



We collaborate during group workshops to:

Expand members opportunities to realise their full potential and achieve their aspirations.

Have a supportive environment where they can explore their Strengths, talents, and unique qualities, which often go hidden and might even be unknown.

Have a positive sense of self and identity.

Understanding the value of what they have to offer.



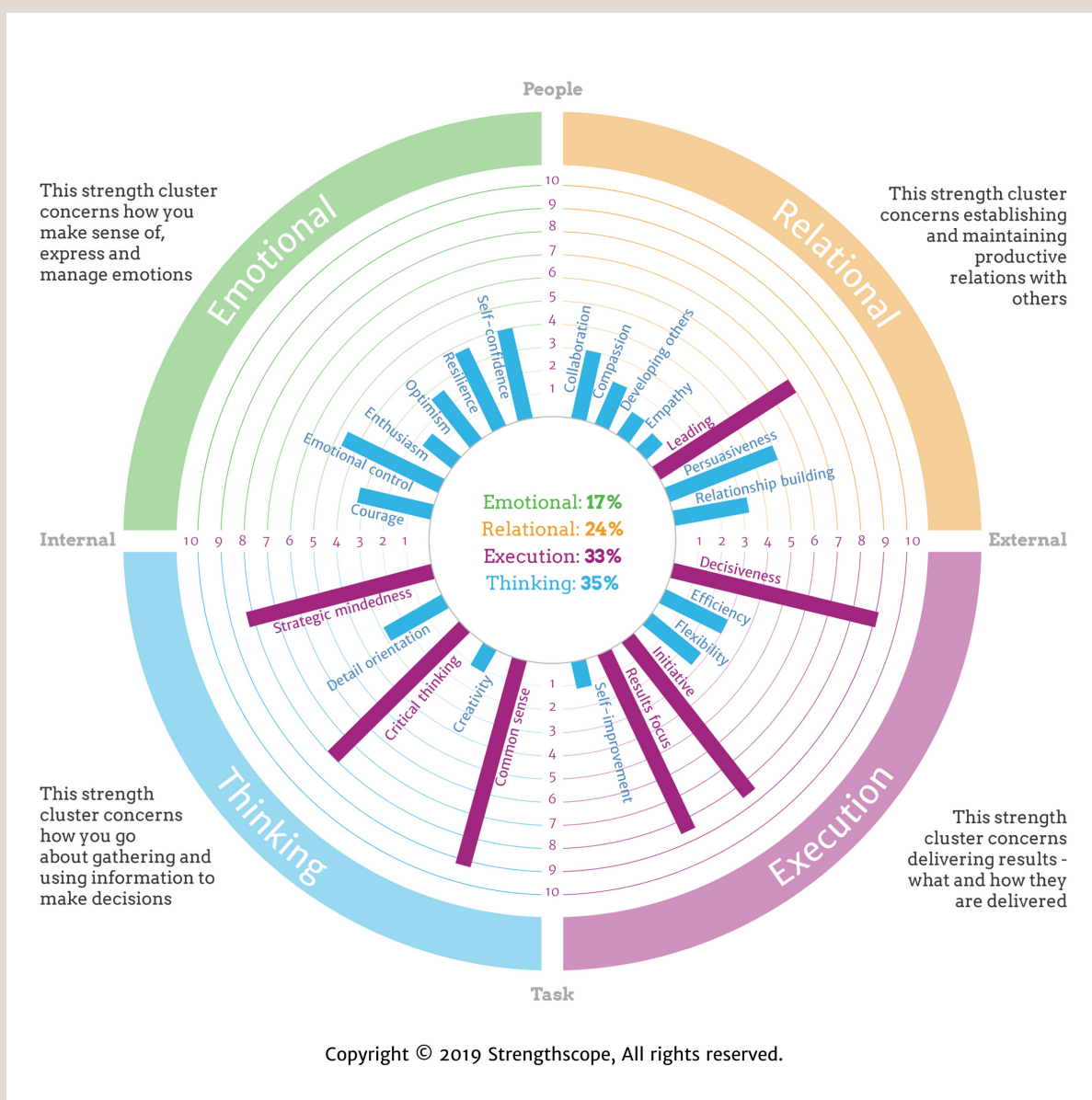
The impact being a group that





How do we do it?

My offer is underpinned by my Accreditation of Strengths Coaching using the STRENGTHSCOPE PROFILE. This is a psychometric tool used worldwide by over 4000 Practitioners. Don't be put off by the word psychometric! It's brilliant at getting an **ACCURATE MEASURE** of what makes us tick and puts the fire in our belly! When you know this you can do something about it! Magic, yes?



It's a straightforward process to get your profile. You are sent a link to complete a questionnaire about yourself. Once completed you receive a copy of your report straight into your inbox. It illustrates how much energy each of the **24 STRENGTHS**, across 4 different quadrants, give you. The longer the spoke on the wheel, the more energised you are by the Strength! Then we start the coaching to really understand how your Strengths show up and devise your **BESPOKE PLAN**.



Team Profiles

To fully understand the combined Strengths within your team, individual profiles are pooled together to provide a collective profile. This looks similar to the individual profile, highlighting those Strengths which energise team members the most and those that are Energy Drainers.

I offer your team a **COLLABORATIVE WORKSHOP** where the profile is explored and understood, linking in with your vision, goals, skills and knowledge to support your team to be in the zone of **PEAK PERFORMANCE**.



Alongside this **360 DEGREE FEEDBACK** is used to further promote self awareness and development. Up to 15 people are invited to provide feedback regarding how these Strengths show up. This allows for **REFLECTION** and the opportunity to put into action any creative ideas and targets that flow from this. A **FOLLOW UP** coaching session is offered to afford the supported space with me to do this.

To keep Strengths clearly on the agenda and embed it within your **CULTURE**, we **CONTINUE THE CONVERSATION** with Review Workshops, Team Meeting check points, Refreshers and a Strengthscope Profile being offered to new members of the team. It can even be used as part of your recruitment, onboarding and induction, so that your Strengths culture and the support and development **OPPORTUNITIES** this brings is clear at the outset! You can see the **POTENTIAL** on the Strengthscope Map on the following page.



Strengthscope Map

Senior Leaders

Strengthscope Profile
One to One Debrief and links to organisational goals
Teams Profile and Workshop
Organisational planning

Embedding Strengths Culture in One to Ones

Managers Team Leaders

Strengthscope Profile
One to One Debrief and links to team leadership
Teams Profile and Workshop
Team leadership planning

Follow Up One to One Coaching

Individual Team Members

Strengthscope Profile
One to One Debrief and links to personal development
Teams Profile and Workshop
Team planning

Recruitment/
Onboarding Profiling

Whole Organisation Check In Workshop

Organisational Team Profiles and Workshop
Linking Organisational, Leadership and Team Planning
Organisational Goals and Culture
Future Strengths Development

New Starter Profile and One to One Coaching

360 Degree Feedback

Feedback requested from up to 15 people - peers, line managers, stakeholders, partners
360 Degree Coaching Session

Ongoing Review in One to Ones

Quarterly Check In and Annual Review

Team Meeting Reviews/Embedding
Updated Team Profiles
Annual Workshop



Strengths Spotting in Groups

When considering the needs of groups, my focus is to introduce the notion and key principles of Strengths and **EMPOWER** people to bring them into their lives. We do Strengths Spotting exercises rather than commission the Strengthscope Profile to explore self awareness and what we have to offer. This **RICH KNOWLEDGE** can be used by individuals to apply to self coaching and leadership.

This offer remains authentic to the key principles of Strengths Coaching, Positive Psychology and NLP, there is significant **VALUE** offered. We are naturally wired to focus on the things we think we aren't good at. Strengths Coaching is about **SHIFTING** this preference for 'negative bias' to a space where we can energetically bring forward what gives us **ENERGY** and we have the potential to be great at! **WORKSHOPS** are offered as a one off or as part of an ongoing programme.

Themes might include:



Strengths Coaching can be **CHALLENGING**. This is to be expected as we are reflecting on what makes us tick. There might be new areas of thinking. **CHANGE** can be a difficult process. However, with the focus being on strengths this is delivered with **SUPPORT** and **NURTURE**.

I appreciate that members of community groups may be **VULNERABLE**. I have an **ENHANCED DBS** and have experience of working with children, young people and their families for over 27 years.

PARENTAL CONSENT is required should children and young people attend these workshops.



Strengths in Action



Photo courtesy of PNE C&E Trust

It was a huge **PRIVILEGE** to be invited to bring my Strengths Coaching offer into Preston North End Community and Education Trust (PNE C&E Trust). Getting to see the **IMPACT** of the developing Strengths awareness and how it links in with my own community as a Proud Preston lass!

PNE C&E Trust are travelling through the **STRENGTHSCOPE** Map. We started with Tom having an individual Strengthscope Profile and a Debrief to **EXPLORE** how his Strengths show up (and make sure he was a fan of the approach) before extending this out to his Senior Leadership Team.

The Team then came together for a Team Workshop. They built on the **FOUNDATION BLOCKS** of what they understood about themselves and their Strengths as an individual, to how this **ENRICHED** them as a Team. With their Strengthscope Profile they were able to explore and reflect on how their **COLLECTIVE** areas of Clear Strength and Drain were showing up in the work that they do. It really was dynamite!

The energy in the room was contagious! And the feedback was so humbling. Words such as **INSPIRING, PROGRESSIVE** and **CELEBRATION!** They did this! What a Team!

We packed in sessions that helped them identify and feedback on one another's Strengths, work as a collective as a Senior Leadership Team and have sharpened **CLARITY** about their Team **OBJECTIVES, PURPOSE** AND **VALUES**, North End Together - Enhancing Lives and Our Communities!

Don't take my word for it. Here's a **TESTIMONIAL** from their CEO, Tom Drake



Strengthscope has been fantastic for the management team. The training has allowed us to spend time as individuals and a team to focus on our strengths, what makes us unique and how we best use them for the benefit of the Charity. The profiles and debriefs allowed us to digest and reflect on our strengths and how these were demonstrated in a working capacity. Following this, and arguably the most impactful aspect of the training was the team workshop. Spending time as a team reflecting on what energised us and how we encourage peak performance across everything we do. Helen was a fantastic facilitator who was enthusiastic, constructive, and supportive in her approach throughout. I would certainly recommend Strengthscope for you and your teams.

Tom Drake, Chief Executive Officer, Preston North End Community & Education Trust





Ready to talk about **STRENGTHS?**

Thank you for taking the time to read this brochure.

I would be delighted to continue the conversation. You can contact me in whichever way suits you best, as per my details below, via my website or by scanning the QR code below and going to the Contact tab..

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“ Thank you so much for your time - it was so revealing. Spending time on working out what gives you your difference was not only fascinating, it was revealing. Understanding the impact it makes to give your business a bespoke offering will be knowledge I will use to market my business and build it. ”

“ I have felt an increase of confidence since taking time to discuss and reflect on my strengths. I am now able to confidently name my strengths. I am better able to make decisions which are inline with my work and personal values. ”

“ Helen was really engaging, it was nice to learn more about her on a personal level and I enjoyed the task and looking at the different traits, discussing which ones related to me and my team mate on the day. ”



Photos credited to Liz Henson Photography



I am a proud **Orange Button** - holder
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Photographs unless otherwise stated courtesy of Kim Scott Photography or Helen's own



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