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# TŪ MĀĪA

DARING OUR OWN | GROWING OUR OWN | BACKING OUR OWN

## COACHING OBJECTIVES

- Help those we engage with harness their awesomeness.
- Guide people's understandings of their strengths with the use of a practical tool.
- Enable people to leverage their strengths in a generative way.

## COACHING TOOL CLIFTONSTRENGTHS

The CliftonStrengths assessment helps identify the areas where individuals have the greatest potential for building strength.

- Individuals complete the online assesment that measures recurring patterns of thought, feeling, and behaviour.
- Participants receive the results of their Top 5 signature themes together with a description of each theme in a report.
- Knowing this information is the starting point.
- Coaching helps make the strengths more generative and sustainable.

## DELIVERY TEAM



### Janyne Dottie Morrison

Accredited CliftonsStrengths Finder  
Top 5, Team, Partner Coach  
MMgt – Human Resources



### Cazna Luke

Accredited CliftonsStrengths Finder  
Top 5, Team, Partner Coach  
ICF – Accredited Coach

## COACHING OFFERINGS - CLIFTONSTRENGTHS INDIVIDUAL

*Awareness, Application, Achievement*

### INDIVIDUAL OPTION 1

1 X 90 minute  
session

CliftonStrengths assessment 45 minutes online + A 90 minute individual coach session

CliftonStrengths is designed to be a practical tool for individuals, we believe the coaching element is the most important element as it helps to embed the understanding and increase the impact of learning our Top 5 Signature Themes.

### INDIVIDUAL OPTION 2

2 X 90 minute  
sessions

A deeper dive – double session

- Two 90 minute individual sessions within a two month period.
- Coaching assignments between sessions (readings, exercises to embed learning)
- On going mail and phone support between sessions

### INDIVIDUAL OPTION 3

Individual Coaching  
Programme 6 sessions

A dedicated coaching programme will help individuals develop a strategy for how to apply their strengths for personal performance improvement.

- A series of six coaching sessions over a six month period
- Each session is two hours
- Coaching assignments between sessions (readings, exercises to embed learning)
- On going mail and phone support between sessions

## COACHING OFFERINGS - CLIFTONSTRENGTHS GROUPS

*Connection, Communication, Collaboration*

### GROUP WORKSHOP

90 minutes

The workshop will give participants a broad idea of what they can do with their particular strengths and how they can use them in different areas and roles in their life.

Introduction to CliftonStrengths Workshop

- A customised 90-minute team session to explore an understanding of how each individual's strengths can contribute to the team they work in.

This workshop is for those who are not yet sure they want coaching but they would like to begin the process of investigating this tool or for a team that cannot invest in individual coaching for each team member.

### TEAM SESSION

3 hours

This workshop will help teams leverage their talents toward achieving team performance goals and building the connection with each other.

- A customised 3 hour session to explore an understanding of how each individual's strengths can contribute to the team they work in.
- Helps teams understand the collective strengths of the team
- Find strength based partnerships
- Apply strengths based development
- Build understanding and encourage collaboration