

Building Capacity in Your Team One By One

I. Establishing Trust

A. Three Types of Trust

1. _____
2. _____
3. _____

B. Relational Trust

C. Facets of Trust

One Key Take-Away:

II. Discovering Individual Strengths

A. Identifying Individual Strengths

Resource:

B. Leveraging Individual Strengths (Talent X Investment = _____)

One Key Take-Away:

III. Monitoring Performance

A. Setting Clear Expectations for Performance

B. Providing On-Going Feedback

1. _____
2. _____
3. _____

4. _____
5. _____

One Key Take-Away:

IV. Empowering Others

A. Definition:

B. The Power of the Paraphrase – Giving others back their _____

C. The Power of the Question – Helping others define their _____

One Key Take-Away: