

# STRENGTHS-BASED TRAINING

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**Q: “How can I shift our leadership approach to truly unleash my Leadership Academies potential without disrupting our current Academy Structure?”**

**A: Start by mapping individual strengths to organizational goals - this creates immediate wins while building toward transformational change.**

Jacksonville North Pulaski School District’s Superintendent was preparing to launch their Leadership Academy, and needed a facilitator to ensure academy members would be able to understand their strengths and feel confident applying them. Through two focused workshops over 30 days, we helped nine aspiring leaders increase their strengths awareness by 14% and confidence by 22%, while working within the established Leadership Academy Framework & Schedule.

- **Map Your Leadership Landscape.** Begin with a comprehensive assessment of your current leadership development approach. In Jacksonville, we started by analyzing their existing Academy goals, and success metrics and identifying specific areas where strengths-based training could enhance rather than replace current practices.
- **Design Dual-Impact Training.** Create workshops that blend universal leadership principles with district-specific applications. We combined Clifton Strengths assessments with DISC profiles, allowing leaders to understand their natural talents while developing practical communication strategies.
- **Build Implementation Bridges.** Establish clear connections between new leadership concepts and daily administrative challenges. Jacksonville’s leaders reported 90% strongly agreed that the strengths training was impactful 30 days after the session
- **Create Confidence Through Practice.** Structure opportunities for leaders to apply their strengths in low-risk settings. We reviewed benchmark profiles and explored how their strengths aligned with their ideal leadership role.
- **Measure and Celebrate Progress.** Institute regular check-ins to track both quantitative metrics and qualitative growth. Our participants’ success led to expanded 1:1 coaching support, creating sustainable leadership development momentum.

The result? “This experience allowed me to further explore my strengths and weaknesses and summarize my leadership style,” shared one participant. The program created measurable growth while preserving existing district systems, leading to expanded leadership development initiatives. I deeply understand this challenge because my journey from competitive speaking to educational leadership development taught me that lasting impact comes from empowering others rather than standalone solutions. This insight shapes how I help districts like yours build leadership capacity while honoring their unique culture.

**Today’s Action:** Schedule a 30-minute meeting with me to learn how this process fits in your district leadership initiative..

**Connect:** [in](#) Tre Gammage

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