Developing Strengths-Based Project Teams
by Martha Buelt and Connie Plowman
We do our best work when we love what we do!

THE WHY AND WHO

Everyone does projects – individuals, groups, committees, teams, professionals, organizations. And everyone has talents and strengths. The book, *Developing Strengths-Based Project Teams*, integrates project management and strengths philosophy into one. It introduces the reader to strengths-based talent development and provides the nuts and bolts for working in groups or project teams – in the workplace, in the community, in school, everywhere.

This book is designed for employees, managers, and company leaders who are dealing with change and/or interested in improving individual and team performance. While individuals explore and articulate their own talents and strengths, they also learn about the talents and strengths of their colleagues, coworkers, associates, and collaborators. Plus, they learn how employees, work units, and groups can become high performing strengths-based teams, and how organizations can develop a strengths-based culture. The book's content and activities are enhanced when using the book, *Strengths-Based Leadership: Great Leaders, Teams and Why People Follow*, as a complementary resource.

THE HOW

Developing Strengths-Based Project Teams is consistent with current project management industry standards and a strengths-based approach. The book includes:
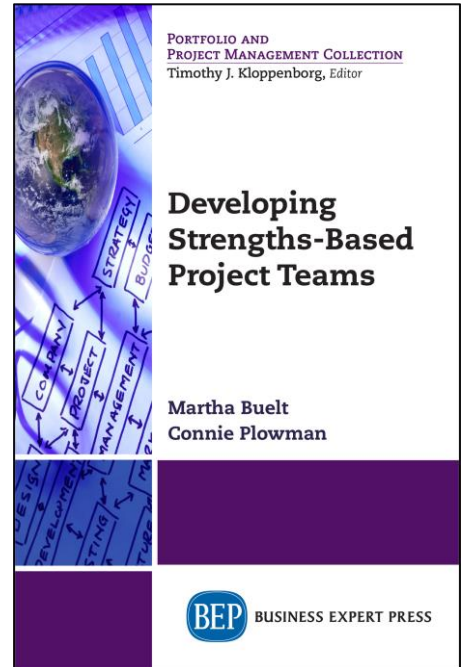
- Building blocks – A series of foundation blocks for individual and team strengths-based development.
- Terminology – Definitions of keywords to gain alignment and understanding.
- Chapter objectives – Stated at the start of each chapter to provide focus.
- Reflective questions – Provided at the end of each chapter for further exploration, one-on-one discussions, or group interactions.
- Templates and exercises – Sample forms and examples to use.
- Additional resources – Useful for professional development, career enhancement, and team building.

THE CONTENT

Book Website: https://www.talentstrength.net/developing-strengths-based-project-teams

WHAT OTHER PROFESSIONALS SAY

SUCCESSFUL PROJECT TEAMS!

This is how ALL project teams should be formed! The steps identified in this book help project leaders to not only identify the talents and strengths of each of its team members but to then create a plan on how to leverage them for team success. From assessment to implementation, this book has it all. It is a MUST read for any project leader or team member.
~Stephanie Moore, Executive Coach, The Moore Group

GREAT RESOURCE FOR STRATEGIZING STAFF STRENGTHS!

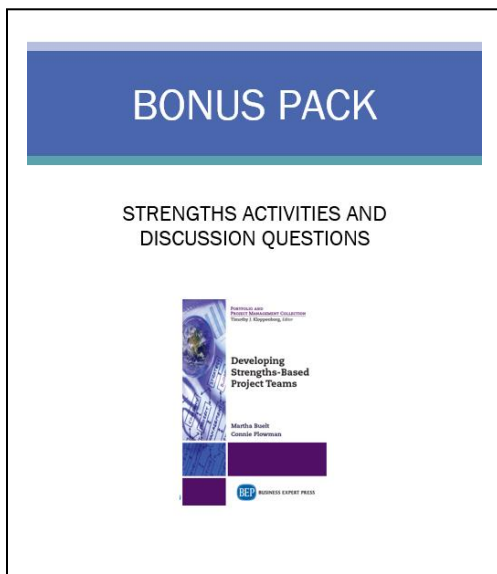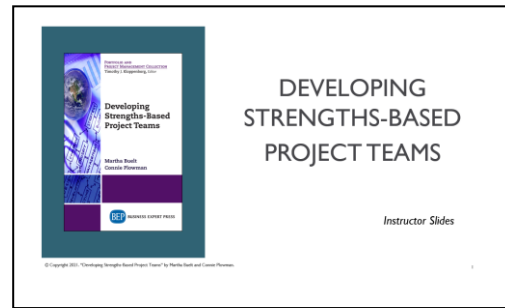My staff and I used principles from this book at a recent staff retreat. As we move into a new year, we are looking at individual strengths relative to project objectives and how to maximize those for team achievement. We work with association volunteers. Aligning expectations as described in the book, along with application of staff strengths, greatly influences our outcomes.
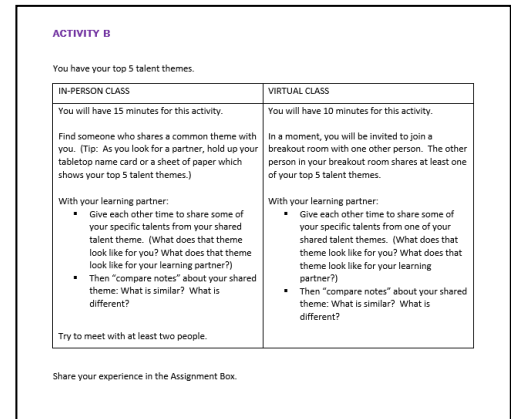*~Sheila Meserschmidt*

Instructor Slides
Over 100 PowerPoint slides representing key concepts and teaching points in the book. Includes instructor notes and suggested training activities – for both in-person and virtual learning environments. Designed to be modified for the instructor's presentation style, facilitation, experiences, and training duration. Includes book page numbers for participants to follow presentation.

DEVELOPING STRENGTHS-BASED PROJECT TEAMS

Instructor Slides

BONUS PACK

STRENGTHS ACTIVITIES AND DISCUSSION QUESTIONS

Bonus Pack
Contains a series of proven Strengths Activities and Discussion Questions for instructor's use and modification. Exercise instructions are written to allow cut/paste into the organization's Learning Management System. Ideal for both in-person and virtual training sessions.

ACTIVITY B

You have your top 5 talent themes.

IN-PERSON CLASS	VIRTUAL CLASS
You will have 15 minutes for this activity.	You will have 10 minutes for this activity.
Find someone who shares a common theme with you. (Tip: As you look for a partner, hold up your tabletop name card or a sheet of paper which shows your top 5 talent themes.)	In a moment, you will be invited to join a breakout room with one other person. The other person in your breakout room shares at least one of your top 5 talent themes.
With your learning partner: ▪ Give each other time to share some of your specific talents from your shared talent theme. (What does that theme look like for you? What does that theme look like for your learning partner?) ▪ Then "compare notes" about your shared theme: What is similar? What is different?	With your learning partner: ▪ Give each other time to share some of your specific talents from one of your shared talent themes. (What does that theme look like for you? What does that theme look like for your learning partner?) ▪ Then "compare notes" about your shared theme: What is similar? What is different?
Try to meet with at least two people.	

Share your experience in the Assignment Box.

Book Website
Contains author information, book reviews, book samples, tools and templates, instructor resources, and project communications. For use by participants and trainers – all for FREE.

Project Teams Book

Project Teams Book

Authors

Reviews

Book Samples

Tools & Templates
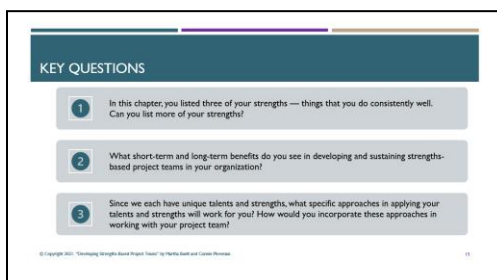
Instructor Resources

Project Communications
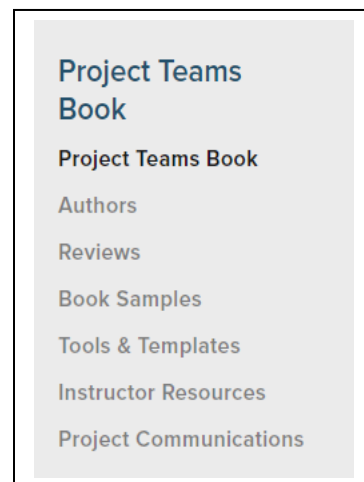
Templates and Examples
Includes blank templates and examples for attendees and instructors to download and modify to complete individual or group activities.
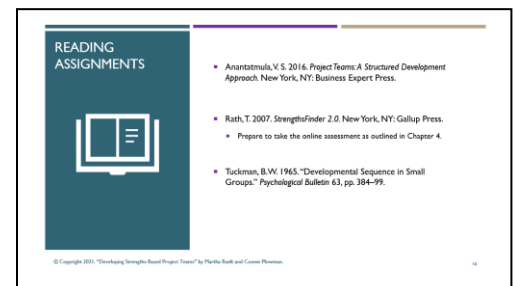
https://www.talentstrength.net/developing-strengths-based-project-teams

Resources
Appendix A provides a list of books, articles, videos, websites, and other publications for easy reference or further education.

Discussion Questions
Over 25 discussion questions for instructor's use. Listed at the end of each chapter and more in the Bonus Pack.

KEY QUESTIONS

1. In this chapter, you listed three of your strengths — things that you do consistently well. Can you list more of your strengths?

2. What short-term and long-term benefits do you see in developing and sustaining strengths-based project teams in your organization?

3. Since we each have unique talents and strengths, what specific approaches in applying your talents and strengths will work for you? How would you incorporate these approaches in working with your project team?

Reading Assignments
Incorporates suggested reading assignments to enhance the attendee's knowledge and expand the book's content.

READING ASSIGNMENTS

- Anantatmula, V. S. 2016. *Project Teams: A Structured Development Approach.* New York, NY: Business Expert Press.
- Rath, T. 2007. *StrengthsFinder 2.0.* New York, NY: Gallup Press.
  - Prepare to take the online assessment as outlined in Chapter 4.
- Tuckman, B. W. 1965. "Developmental Sequence in Small Groups." *Psychological Bulletin* 63, pp. 384–99.

Variety of formats: Individual activities, two-person exercises, breakout discussions, team and group participation.

Participants must have the *Developing Strengths-Based Project Teams* book to successfully complete coursework and activities.