

STRENGTHS-BASED LEADERSHIP

“Unlocking the Best in Yourself and Others for Greater Performance and Engagement”

Schedule

Date	Venue	Fees (Face-to-Face)
04 - 05 Mar 2026	Kuala Lumpur, Malaysia	USD 1995 per delegate

► Available delivery methods: Face-to-Face & Online Training

Introduction

Great leaders don't try to be everything to everyone—they focus on what they do best and empower others to do the same. Strengths-Based Leadership is a proven approach that helps leaders maximize their effectiveness by leveraging natural talents—both their own and those of their team.

This 2-day program introduces the principles of Strengths-Based Leadership, as defined by Gallup research and leadership science. Participants will identify their strengths, learn how to apply them in leadership scenarios, and develop strategies for building strengths-focused teams that drive results, engagement, and innovation.

Objectives

- By the end of this course, participants will be able to:
- Understand the core principles of strengths-based leadership
 - Identify and apply their unique leadership strengths
 - Recognize and develop the strengths of team members
 - Build high-trust, strengths-driven teams with complementary talents
 - Use a strengths-based approach to improve performance and motivation

Why Attend

- Shift from fixing weaknesses to developing strengths for greater impact
- Learn to lead in a way that feels natural, confident, and energizing
- Reduce disengagement and burnout by aligning work with strengths
- Build team trust and collaboration by appreciating differences
- Use Gallup-inspired strategies to lead with purpose and clarity

Target Audience

This program is designed for:

- Team leaders, managers, and supervisors
- Senior executives and high-potential leaders
- HR professionals and leadership development specialists
- Project and cross-functional team leaders
- Anyone seeking to grow through a strengths-based leadership lens

Individual Benefits

Key competencies that will be developed include:

- Self-awareness of leadership strengths
- Strengths-based coaching and delegation
- Employee motivation and engagement
- Team dynamics and strengths mapping
- Resilience and confidence through strength alignment

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved employee engagement and retention
- Higher productivity through role alignment
- Stronger leadership pipelines focused on talent and potential
- Collaborative teams with complementary skills
- A more positive and empowered workplace culture

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – Gallup research, leadership theory, and strengths science
- Case Studies – Strengths-based leaders and their impact
- Workshops – Strengths assessments, leadership reflection, and team mapping
- Peer Exchange – Insights sharing and feedback sessions
- Tools – Strengths profile templates, team strengths matrix, coaching guides

Course Outline

Training Hours: 07:30 AM - 03:30 PM Daily Format: 3-4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Break: 01:00 - 02:00

Day 1: Leading from Strengths

- Module 1: Introduction to Strengths-Based Leadership (07:30 - 09:30) • Research and rationale behind the approach • Why strengths > weaknesses in leadership success • Overview of Gallup’s Four Domains of Leadership
- Module 2: Discovering Your Strengths (09:45 - 11:15) • Understanding talent themes and leadership styles • Strengths self-assessment tools • Reflecting on your leadership impact
- Module 3: Applying Strengths to Leadership Challenges (11:30 - 01:00) • Leading through conflict, change, and uncertainty • Delegating based on strength alignment • Using strengths to enhance decision-making
- Module 4: Workshop – Your Leadership Strengths Plan (02:00 - 03:30) • Action planning for personal leadership growth

Day 2: Building Strengths-Based Teams

- Module 5: Team Strengths and Collaboration (07:30 - 09:30) • Identifying and appreciating different talent themes • Building complementary partnerships • Team strengths mapping exercise
- Module 6: Coaching and Developing Others (09:45 - 11:15) • Strengths-based feedback and recognition • Supporting growth while honoring individuality • Conversations that build confidence and clarity
- Module 7: Embedding Strengths in Culture (11:30 - 01:00) • Creating rituals and routines that reinforce strengths • Aligning roles and performance systems • Leadership’s role in culture transformation
- Module 8: Final Simulation – Leading with Strengths (02:00 - 03:30) • Case-based team leadership challenge • Feedback and action planning

Certification

Participants will receive a Certificate of Completion in Strengths-Based Leadership, confirming their ability to lead from their strengths, coach others to do the same, and build high-performing, talent-driven teams.

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