



## STRENGTHS-BASED TRAINING



(843) 639-0012



tre@strengthsbasedtraining.com



**Q: “How do I help our team solve problems independently so leadership doesn’t become the bottleneck as we grow?”**

**A: Assess emotional intelligence, build skills through focused workshops, and track progress with surveys.**

Native Renewables **grew from 18 to 24 team members in one year while keeping 96% of the team.**

As the team grew, they created a safe space where people could share honestly, support each other, and not carry problems alone. Instead of team capacity leading to a bottle neck, it led to a stronger, more connected, and aligned organization.

As Native Renewables grew, Deputy Director Chelsea Chee and CEO Suzanne Singer shared that **leadership was at capacity and needed support to develop the team while scaling the organization.** I joined as a fractional leadership team member to lead strengths workshops, align cross-department processes, and provide ongoing coaching and advisory support.

As a result of this work, team members became more aware of their strengths and how to use them in daily work. **91% of participants used their strengths to solve real challenges, and 73% reported lower stress at work.** Team members also shared that communication was clearer, trust was stronger, and they felt more confident taking responsibility instead of waiting for direction.

### **What I Recommend If You’re in This Position:**

If your leadership team is at capacity and growth is putting pressure on your people, here's what I recommend:

- **Start with a strengths and emotional intelligence assessment** to understand where confidence, communication, and decision-making need support
- **Lead focused, skill-building sessions** that help staff practice solving real problems together instead of escalating everything to leadership
- **Use surveys** and reflection throughout the year to track progress, reinforce learning, and keep responsibility shared across the team

What the team got the most value out of was our end of year talking circle. Where each team member had space to express their challenges, and what carried them through the year. We used a box of tissues as our talking stick because each response was so thoughtful.

Chelsea & Suzanne, were proud to hear that Native Renewables was a Safe Haven and Grounding place for the team. Achieving much more than anticipated.

**Today's Action:** Send me a Direct Message on LinkedIn for a free Demo Assessment

**Connect:**

[Schedule a Call](#)