

# Helen's Story

Helen was a delegate on one of Bailey & French's Strengths Based Leadership Programmes at a large UK Insurer.

Before working with Bailey & French, I was feeling slightly unsure of myself as a leader as I had recently acquired a new, and very experienced and knowledgeable team. I was therefore apprehensive as I joined the Strengths Based Leadership programme along with 100 colleagues.

Over the course of the three-month programme, my confidence and mindset completely shifted. Instead of giving us exact frameworks and processes to follow, Bailey & French introduced us to new concepts and principles which we could apply in our own ways.

**The topics of Growth-Mindset and Strengths especially resonated with me, and I now use these both a lot within my team and across the business.** I connected with the fact that Strengths are not just about what I am good at, but what I enjoy and do naturally and easily. After the workshop, I had the tools and knowledge to introduce Strengths to my team, identify them for each individual, and create a team map. I followed up with 1:1 sessions to talk about how each person could best play to their strengths in their role, and we now consistently refer to our individual and team strengths to figure out how to assign work, collaborate and work around problems.

The results have been incredible for my team:

- Self-awareness
- Appreciation for others' strengths
- Communication
- Collaboration & cohesion
- Emotional intelligence
- Organisation



**The results have been incredible.** The first thing my team told me was that they felt they had a better appreciation for each other, and now knew where their contributions fit within the team. They also said they felt their communication was better, and that they were working together as a more cohesive team. I have seen a big jump in individuals' emotional intelligence, both in terms of their self-awareness, as well as their awareness, respect, patience and compassion for others. Since the team are collaborating more they are also better organised, helping each other with backlogs rather than letting them build up as 'not my problem'. We are definitely more productive and efficient!

I would also like to recognise the quality of the Bailey & French facilitators. They created a positive and non-judgemental learning environment, and dealt with challenge in a really constructive and open-minded way. They made everyone feel comfortable and confident, and were absolutely key to my learning. Thank you!