



Erich Kurschat is a seasoned corporate human resources professional, dynamic DiSC instructor, and founder of the HR coaching and consulting

company Harmony Insights. Erich helps organizations and individuals navigate diverse personality styles to enhance communication skills and define meaningful work and relationships. For more than 16 years, Erich has partnered internationally with thousands of business leaders, via company workshops and one-on-one coaching, to get the most out of themselves and their teams. He facilitates a process of learning that is at once deeply introspective and highly interactive.

erich@harmonyinsights.com
www.harmonyinsights.com

*Don't miss the outstanding programs of the
2016 Leadership Forum Series -
The Inspirational Leader:*

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|----------------------------|---|
| March 8
Evening | Inspirational Leadership: An Introduction |
| May 5
Breakfast | Identifying and Optimizing Strengths of Others |
| July 20
Evening | Book Group Selection
<i>Presence: Bringing Your Boldest Self to Your Challenges</i> - Amy Cuddy |
| Sept 20
Lunch | Honing Leadership Skills |
| Dec 1
Evening | Developing a Mentoring Relationship |

The Leadership Forum Series is produced by CREW Chicago to provide members an opportunity to converse and connect with the goal of growing and developing their capabilities as mindful, confident leaders, change agents, and fulfilled and effective professionals, in a collegial, supportive environment that encourages openness, and respects the integrity of each CREW member.



The 2016 Leadership Forum Series
The Inspirational Leader

Program #2:

**Identifying &
Optimizing the
Strengths of Others**

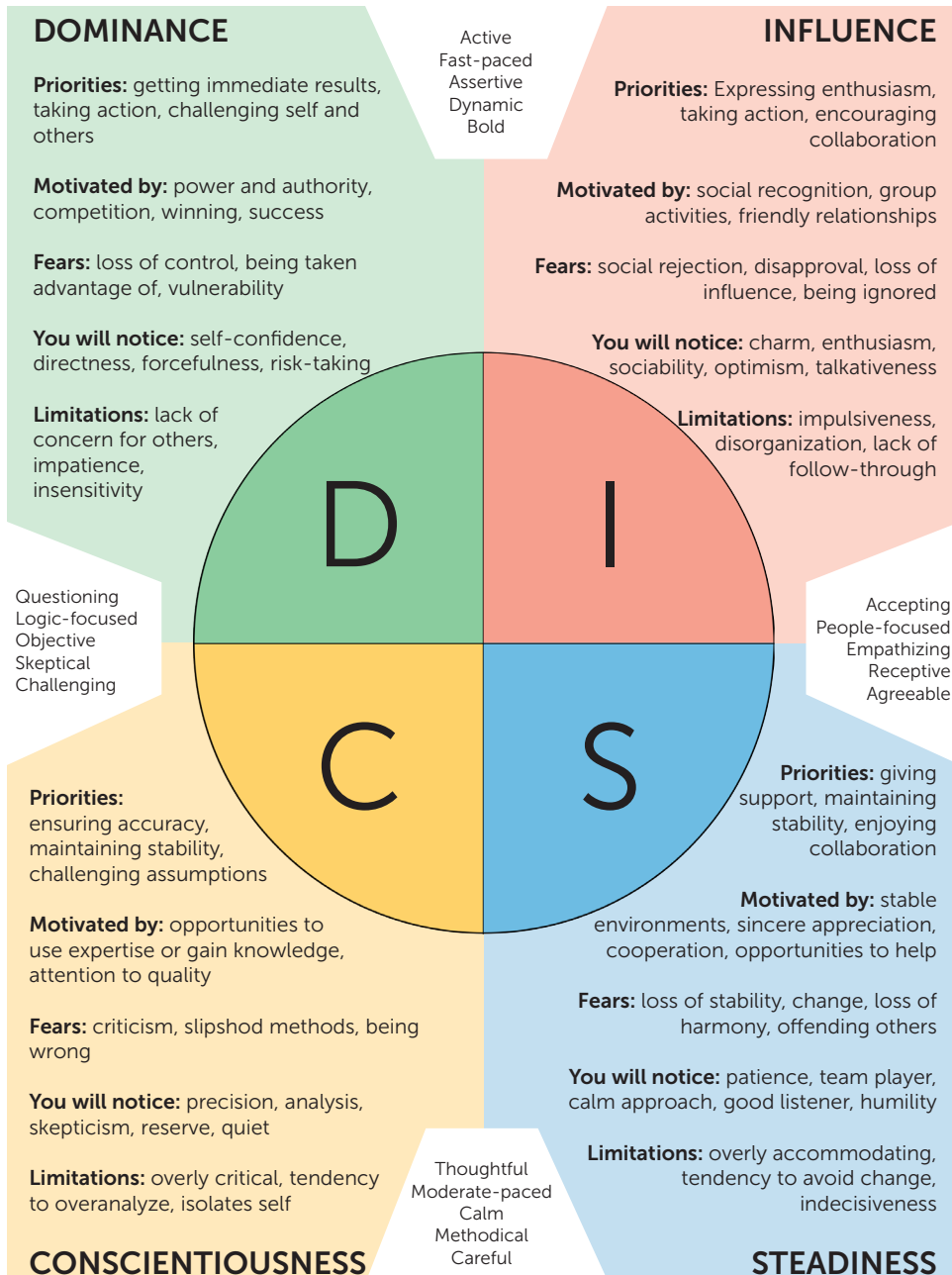
May 5, 2016

For more Leadership and Professional Development resources and a link to our toolkit, please visit: http://crewchicago.org/leadership_and_development_committee.aspx

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Hosted By: Schiff Hardin LLP

IDENTIFYING & OPTIMIZING THE STRENGTHS IN OTHERS



Dimension	Need to	Useful Words	Avoid
Dominance	Respect you ---- Know <i>what</i>	options, win, gain, credible, direct, new, decision maker, increase	Win/lose challenges Ultimatums Threats
Influence	Like you ---- Know <i>who</i>	incentives, interactive, recognition, innovative, leading edge, fun, people	Negativity Conflict Pessimism
Steadiness	Trust you ---- Know <i>how</i>	loyal, team, support, long term relationship, feel, wise choice, careful	Sudden change Aggression Intolerance
Conscientious	Believe you ---- Know <i>why</i>	specific, measurable, warranty, statistics, complete, proven, tested	Incomplete data Familiarity Using emotion

My Action Plan:

I want to help _____ be more successful. I will recognize their strengths and/or adjust my style to bring out their best.

I will adjust my style to draw on the strengths of that person, acknowledge and nurture their strengths or enhance our relationship by _____

I will measure the effectiveness of my approach by _____

I will follow-up with _____ to review my progress on the above plan on _____ (Date) at _____ (Time).