

Human Resources, Leadership & Management

Building Strengths-Based Teams

Course Details

Price

£235.00

Start date

1 December 2026

Length

Half Day (09:00-12:30)

CPD Points

3.50

Course Overview

This practical course will give delegates a clear, evidence-based framework for understanding and building strengths-based teams and the tools to put it to work immediately. Delegates come from different organisations and sectors, which makes the learning richer: the exercises are designed to draw on that diversity rather than require it to be hidden.

Built around the SEEN model and the Golden Mean framework, and grounded in thirty years of positive psychology research, the course connects directly to the challenges Guernsey HR professionals and managers are navigating right now: retention, engagement, talent development and succession.

Content

What strengths are and why now

- The difference between skill, competency and strength, and why it matters for how you develop and retain people
- The evidence: engagement, retention and the cost of ignoring what people bring

Flexible learning that works for you

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- Why this connects to the talent challenges Guernsey organisations face right now

The SEEN model

- The SEEN Model: how to identify a genuine strength without an assessment
- Facilitated practice applying SEEN to fictional team members
- First look at strengths in overdrive and the Golden Mean

Seeing the map in action

- Building a strengths map for a fictional team: what it reveals about gaps, overload and dynamics
- Private reflection: applying the same thinking to your own team
- The three questions that tend to change how managers see the people around them

Strengths in overdrive

- How any strength becomes a liability when overplayed, and how to recognise it
- The Golden Mean – underuse/ overdrive and the Golden Mean
- What conditions trigger overdrive, and how to change them

From insight to action

- The five characteristics of a strengths-based team
- One immediate action, one 30-day experiment, one 90-day goal
- The question to ask your team this week

Benefits

By the end of this course, delegates will:

- Understand what strengths are and how they differ from skills, competencies and personality preferences, and why that distinction matters for how they develop and retain their people
- Have a practical tool, the SEEN model, they can use in real conversation immediately, without any assessment or additional purchase
- Have applied the mapping process to a complete fictional team, and begun applying it privately to their own
- Be able to identify overdrive risks in their team and understand what conditions trigger them

- See their organisation's current retention, engagement, development and succession challenges through a strengths lens
- Have a concrete plan: one immediate action, one 30-day experiment, one 90-day goal
- Delegates will leave with questions to ask their team in the week ahead

Next Steps

If you would like to book a place on this course please click on the **'Book Course'** button to the right of this page and login or register for a user account to complete your booking(s). Any queries please do not hesitate to contact us via admin@gta.gg or call us on 01481 224570. If no date is scheduled for this course at the present time please click on the **'Register Interest'** button and login or register for a user account so that we can add you to our course interest register. This register allows us to contact our tutors and finalise dates for a course as soon as we have a few people who have expressed their interest, so the more delegates who register their interest, the sooner we can schedule a particular course.

Course Tutor

Michelle Winn

Michelle works with people, teams and boards in Guernsey to help them discover what they bring at their best and build the conditions where all of it shows up. She grew up and trained in Yorkshire before moving to Guernsey, where she worked as a Mental Health Nurse before moving into leadership, coaching and organisational development — working across Guernsey, the UK and Dubai. Coming back to Guernsey, she kept seeing the same thing: extraordinary potential in people and teams that wasn't fully showing up. That gap is what she works on. Michelle holds an MSc in Applied Positive Psychology and Coaching Psychology is an EMCC Global Senior Practitioner Coach and Strengthscope® Master Practitioner. In practice she works with individuals, teams and boards who want to move from functional to genuinely high-performing. Creating the conditions where trust, alignment, collaboration, wellbeing and peak performance become the norm rather than the exception.