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Leadership – STEP Up the Consultant in You

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STEP Up the Consultant in You!



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Objectives

- Describe the components of the consulting role utilizing the STEP model.
- Apply your Clifton Strengths Finder Signature Themes to your role as a consultant.



Are you a Consultant?



STEP Model



S TEP Model



Self-awareness

Strengths

Self Awareness

- “First, Know They Self!”
- Work from your strengths



S T EP Model



Self-awareness
Strengths

Talk

Trust

Talk to Build Trust

- Establish a relationship
- Understand the request
 - Spoken
 - Unspoken
- **Time** involved – 3rd **T** in the model
- **Gain Trust**

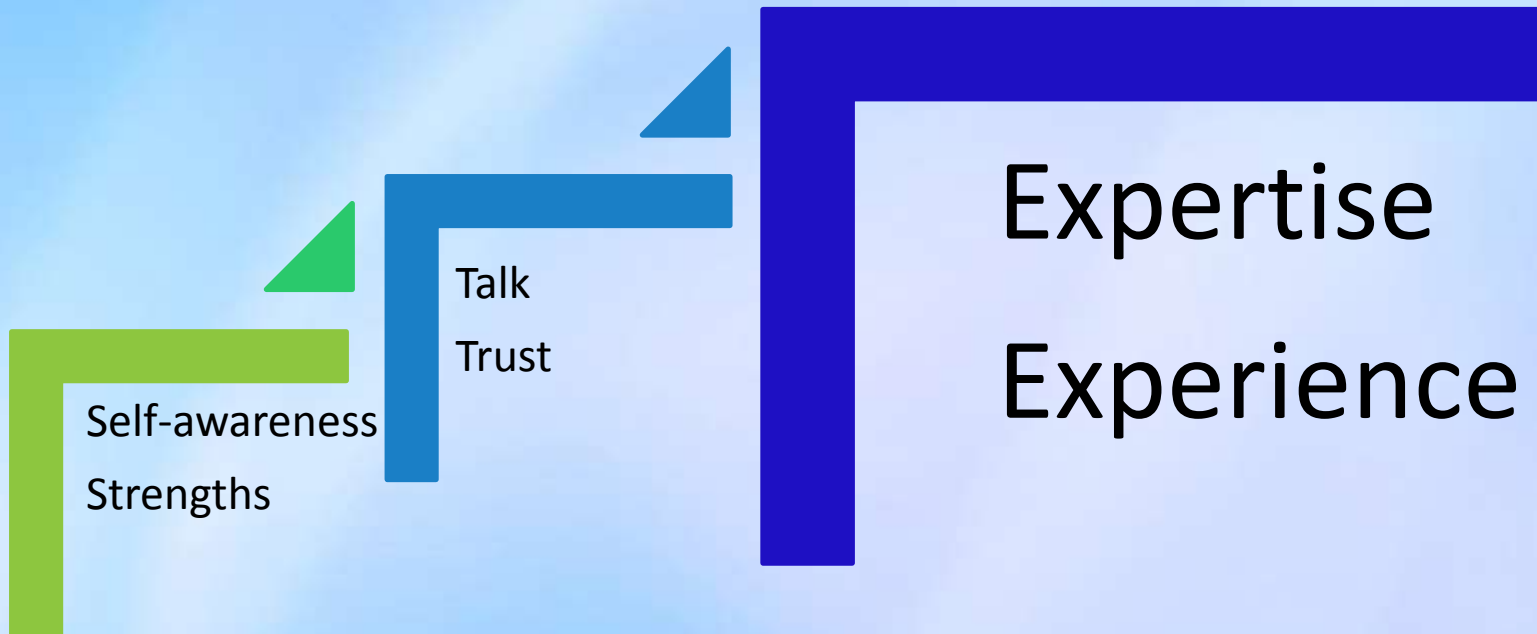


Trust



- Hear and understand
- Care enough to help
- Expertise to make a difference
- Protect what is important
- Action and follow through

STEP Model



Expertise

What you know:

- Clinical
- Educational

Who you are:

- Communication style
- Strengths or attributes

Who you know:

- Relationships
- Connections



Experience

What you've done:

- Clinically
- Educationally

Where you've been:

- Organizations
- Cultures
- Geographies

How you learned:

- Formally
- Informally



STEP Model



Process

Client and system readiness

Planning Process:

- **Initiating**
- **Planning**
- **Execution**
- **Controlling**
- **Closing**



Product

Evaluation:

- Product outcomes
- Client feedback





Cindy
Relator
Maximizer
Achiever
Responsibility
Significance

Charlene
Connectedness
Relator
Learner
Input
Intellection



Take Your Consulting to New Heights



Activity

- **THINK:** Identify one Strength. Apply strength to one of more components of the model.
- **PAIR:** Discuss your strength and application with the person closest to you.
- **SHARE:** Volunteer to share with all!

STEP Model



Consulting Pitfalls

- Over-committed consultant
- Under-committed consultant



Questions?



Cedar Crest



17th Street



Muhlenberg



Health Centers

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