



Stephanie Clergé

Emerging Leaders & Team Performance Expert

Educated

BS Management Science & Engineering (IE) - Stanford University

MBA (Corporate Entrepreneurship) - Babson College

Leadership Coaching Certification – Hudson Institute

Experienced

Fortune 100 Company Leadership Coach & Trainer

People Manager in Technology Manufacturing for 14 Years

Start-up and Sustaining; Operations and Business Support

Effective

Just ask her clients . . .

“From the moment you meet Stephanie, she captures your attention with thoughtful questions tailored to your professional growth and development. As a first time manager, she empowered me to move beyond an individual contributor to achieving success through leading others.” — Aisha Adams, Operations Group Leader, Intel

StrengthsPRO Services



Coaching

1:1 & Group Coaching (Strengths, Leadership & Career)

Executive/Leadership Assessment Interpretation (360 Degree Stakeholder Feedback, Observed Performance Feedback, HoganLead)

Training

Leadership Capability Building Workshops

(Communication, Trust, Diversity, Management Skills, etc.)

Team Builders and Team Learning

Facilitation (Strategic & Project Planning, Collaborations, etc.)

Consulting

Organizational Culture Design

Creating a Coaching Program or Coaching Culture

Customized Learning & Cohort Programs

The StrengthsPRO Difference

If you've been a manager for more than 5 minutes I'm sure you've already participated in many leadership development experiences ranging from speakers, to workshops, to buddy programs and the like. And yet you're back. Maybe this is because you're looking to renew capabilities you gained from these experiences, but most likely you are interested in transforming in an area that your previous experiences couldn't reach. Something was missing.

We have the missing ingredient to create and sustain that change you desire.

This time you are in the right place. We have the missing ingredient to create and sustain the change you desire. And the best news is that you have it too. You had it all along. That missing ingredient is your personal strengths—the intersection of your character and competence. Unlike other interventions that attempt to reprogram you like a computer by filling you with knowledge and too many or too few tools, our program will build upon your unique foundation and allow you to customize an approach that fits you and your business.

Reflective

We have a dual meaning for Reflective: 1) Content and participation is rooted in individual and organizational reflection on current state and desired results. 2) Methods and outcomes are reflective of the needs of the individual and organization.

Reality Based

You will focus your work on current personal, professional and business realities. We will meet you where you are and take you to where you want to be. Think back to your favorite college class made of lecture and lab, only supercharged, because the lectures are short and engaging and the lab is your work life. Bring your actual challenges, try the tools and methods and make real (time) changes in performance.

Results Oriented

The foundation of reflection and the impact of reality creates momentum toward results. But not the desired results of the Facilitator Coach, rather the results you and the business require. Before we begin we'll create comprehensive goals and methods to evaluate results. It doesn't end there, as sustained results are the goal.

The StrengthsPRO

Leadership Development Manifesto

Our leadership growth philosophy

Trickle down leadership development doesn't work

Development goes beyond basic skills training to capability building

Learning requires reflection, reality basis and results orientation

Training at its best is comprehensive, contextual, and customized

Learning to lead requires practice and application

Leadership development must focus both on high potential and hidden potential individuals

Great facilitators are themselves energizing and engaging, not relying purely on technology tools

Virtual Learning can't take the place of personal learning

Learning should happen over time so it can be sustained over time

If this sounds like the leadership development you need, contact us!