



ECOLOGY
of STRENGTHS

LEADERSHIP DEVELOPMENT

meets the great outdoors

EVERYTHING IS CONNECTED TO EVERYTHING ELSE

the first law of ecology shapes all we do

We can turn to hundreds of books on leadership and business to unlock the secret to thriving employees and organizations or we can turn to the most time-tested systems in the world—our ecological systems.

An ecological system is a brilliantly woven tapestry of thriving elements. It's a system that grows stronger by inter-connection. Take the redwoods for example, they have very shallow roots. Redwoods weave their roots together to not just survive changing conditions but thrive. What ecological system is thriving near your workplace: a lake, a forest, a meadow, or even a city park?

The redwoods and other ecological systems are our greatest teachers on how to create, support and sustain a balanced and strong organizational system. At Polly Chandler Coaching, we call learning from ecological systems *Ecology of Strengths*.

With Ecology of Strengths, Polly Chandler weaves together her careers in environmental education and leadership development to create unique workshop experiences for teams that want to integrate professional development with outdoor team building. Each experience will get your team out of the office, moving, talking and creating game plans to implement when back in the office.

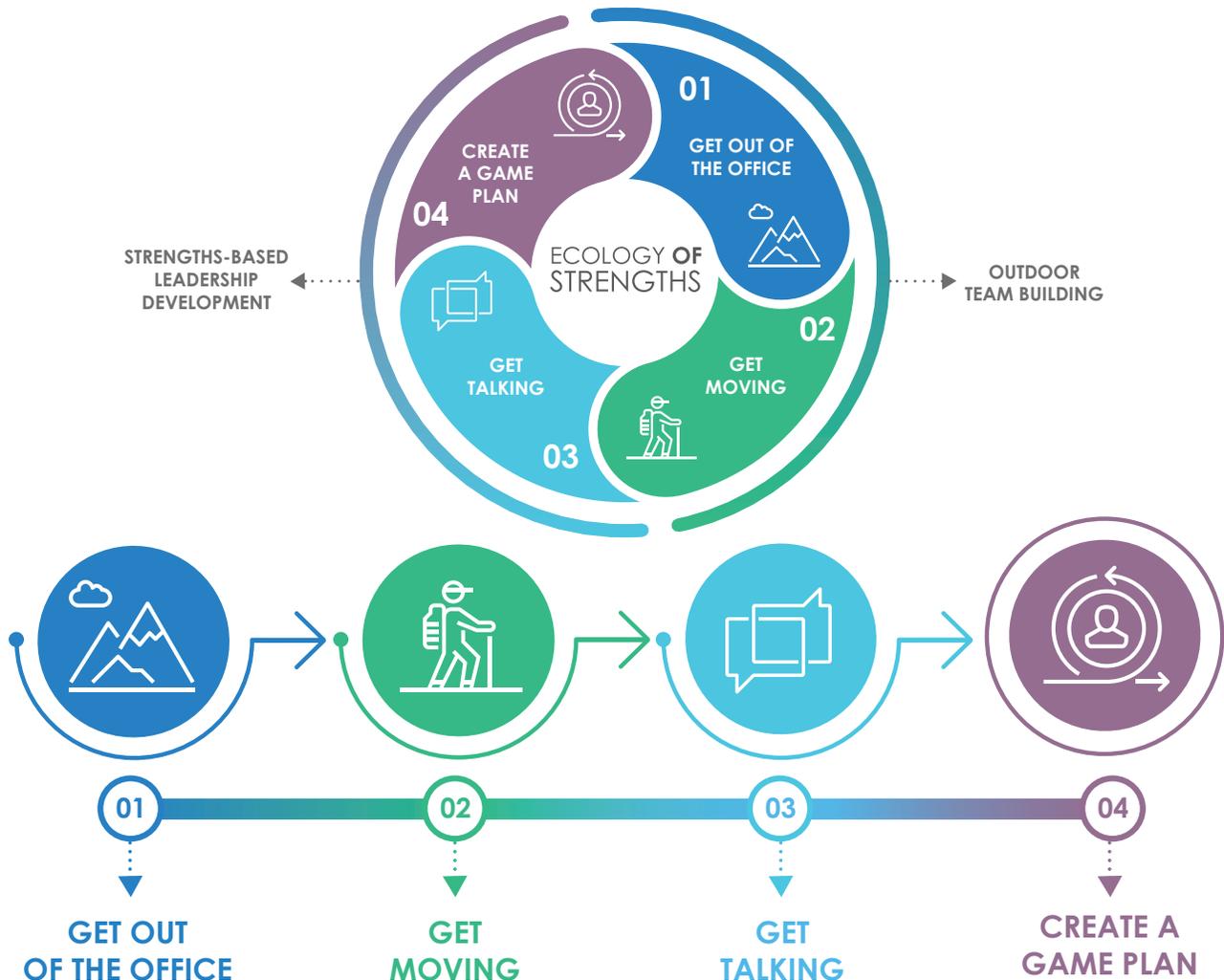


Polly Chandler Coaching is a strengths-based coaching firm focused on leveraging the principles of strengths training with the power of ecology. You might be thinking, why ecology when we're talking about business? It's simple. Ecology's first law states that everything is connected to everything else. And guess what? Everything is connected in business too. We help individuals to examine their own strengths and tie it back to their team and their organization.

Polly Chandler Coaching was founded by Polly Chandler, a Gallup Certified Strengths Coach. Polly is also certified by the College of Executive Coaching, a post-graduate executive coaching program, and Strengths Strategies, Inc.

OUR DEVELOPMENT MODEL

a unique combination



01 GET OUT OF THE OFFICE

By just getting your team out of the office, you're already creating a new, positive team. Then enter in Marin County or your neighborhood park, and you have an ideal setting for outdoor activities that will energize your team. Bay area residents are known for their love of hiking and enjoying nature. Ecology of strengths capitalizes on this dynamic by merging work and passions into one experience, making employees feel valued, appreciated and energized.

02 GET MOVING

Research shows that movement promotes creative thinking. One Stanford study even showed that a person's creativity increased by an average of 60 percent while walking versus sitting. Since the simple act of walking has the ability to get our creative juices flowing, it produces an ideal state-of-mind for professional development. Why? Because creative thinking helps you examine yourself, and your work, from a new perspective—a key mindset when working towards new goals.

03 GET TALKING

By drawing parallels to the wonders of our surroundings, we're able to foster meaningful, team dialogue. Dialogue that is often too difficult to have in your regular work day. Chandler, a Gallup and Strengths Strategies Certified Coach, will integrate her strengths-based leadership approach to guide groups through both individual and team development. Using a series of tailored activities, your team will start to see how their strengths can work together to reach common goals.

04 CREATE A GAME PLAN

We're goal oriented. Most other outdoor team building efforts are built around fun. For example, think about ropes courses. While fun, they don't provide an actionable strategy for when you return to the office. Now, we're not against fun; however, we do think you can have fun while working towards your business goals. With Ecology of Strengths, we want you and your team to leave with skills, strategies and tools that are transferable to operations and implementation.

OUR WORKSHOPS

a starting point for ways to work together



Through our past experience, we've built three custom workshops based on common organizational needs and interests. These three workshop descriptions are just the starting point. All Ecology of Strengths workshops are customized to meet your team's goals and regional ecological system.

For example, are you outside Marin County? In another state? Not near the ocean or Redwoods? Don't worry! We will work to identify a local park near you that will make it easy to implement outdoor strengths-based leadership training. No matter the location, each workshop allows you to take time to have conversations together while enjoying the outdoors and "disconnecting" from technology. We are excited to meet you where you are.



REDWOOD STRENGTHS

an introductory workshop into understanding how to build a strengths-based leadership team

Redwood Strengths is a guided hike through the Redwoods of Mount Tamapais. We meet at the trailhead and hike to coastal vistas and down into the Redwood canyons. Along the way we stop for strength activities. The work we do is a combination of small group activities, partner work and whole group conversations. This combination allows us to see our individual strengths, the strengths of our team members and how they can work together as a whole. This is a great first team workshop.



COASTAL STRATEGY

a strengths-based workshop focused on change management and strengths leadership

Coastal Strategy is an opportunity to discuss the strengths of your team while walking Limantour Beach in Point Reyes National Seashore or Marin Headlands, Golden Gate National Recreation Area. We explore the energy of the waves and the shifting dynamics of sand and sea as a lens into the dynamics of your organization. By weaving natural observations together, we open up team discussions on change management in your organization.



ISLAND IDEATION

a strengths-based workshop focused on creating and launching new business initiatives

In this Ecology of Strengths workshop, your team will participate in a series of walks around historic Angel Island in San Francisco Bay. We use the history of the island to help your team focus on how your organization's past can influence its future projects and initiatives. A pre-meeting will allow the facilitator to weave the new project components into the goals and outcomes of the hike and activities. Once on the island, the focus will be on understanding how to leverage individual and collective strengths during the launch of new initiatives.

OUTCOMES

goal-centric, customized workshops



IT BEGINS WITH YOUR GOALS

before hitting the trail, we start with a goal setting session

All Ecology of Strengths workshops are customized for your needs. It's a flexible model designed to meet the unique requirements of individuals, small teams and groups of up to 12 people. Before hitting the trail, we set specific goals. We also identify the best trail for your team either in Marin County or in a park near your workplace. This ensures we utilize the right tools and activities to meet your objectives.

Example goals include:

Team building: From having fun and getting to know each other to improving team dynamics by learning each other's strengths, teams have the space and time to become stronger, energized and equipped with strategies to improve performance.

Change management: Individuals and organizations going through transition and change are provided the opportunity to get out of their normal environment and learn from nature about how to survive the ups and downs of work.

Innovation: Strategies for new initiatives benefit from a biomimicry approach, the idea that we can learn from nature to create solutions.

Individual growth: Ecology of Strengths is not just for teams. One-on-one coaching sessions also benefit from being in nature.

STRENGTHS FINDER 2.0 AS A TOOL ON THE TRAIL

Polly Chandler is a Gallup Certified Strengths Coach

We work with you to determine if the Gallup Strengths Finder assessment will support your goals. Often, taking the assessment prior to the hike enhances the experience. Some teams also integrate an individual coaching session prior to the hike to deepen learning, team development and outcomes.

WE INTEGRATE A BIOMIMICRY APPROACH

learning from nature to create solutions

During the process, we integrate *biomimicry* to leverage innovation. The core idea behind biomimicry is that nature has already solved many of the problems we are grappling with today. Therefore, even in business, we can create sustainable solutions by emulating nature's time-tested patterns and strategies.

THE OUTCOMES ARE UNIQUELY YOURS

specific goals lead to specific outcomes

Once we identify your goals, we will agree on the specific outcomes you want for yourself and the team. We work with you to have outcomes that are transferable to your work place, new initiatives and team dynamics.

FREQUENTLY ASKED QUESTIONS



HOW MANY PEOPLE CAN COME ON A HIKE?

Ecology of Strengths is a flexible model. We design our hikes to meet the needs of individuals, small teams, and groups of up to 12 people. We will take 1-12 people on a hike.

WE HAVE A WIDE RANGE OF WALKING ABILITIES IN OUR TEAM. WILL EVERYONE BE ABLE TO JOIN?

We will design your outdoor experience to meet the ability and interests of your team. For example, we offer hikes that are just a mile long on a flat trail. We also offer hikes on more hilly terrain.

Some examples include:

1-2 mile hike: Flat trail along the creek bed in Baltimore Canyon, Corte Madera.

2-4 mile hike: Varied terrain and some up-hill hiking near Muir Beach.

4-5 mile hike: One way, down hill hike with a car pool or bus back to starting point. Mount Tamalpais Pan Toll Station to Stinson Beach along Steep Ravine Trail is a favorite. This route can also become a 6-7 mile loop hike with an uphill climb.

5-8 mile hike: Round troop loop hike through Mount Tamalpais and Golden Gate National Recreation Area.

WHAT IF WE DON'T HAVE TIME TO TRAVEL FAR?

The program can be offered in green space near your office, a local park, or in one of Marin's many county, state and national parks. Polly Chandler's background in ecological systems allows her to design workshops in your landscape: forest, field, lakes, rivers. We are excited to meet you where you are.

WHAT SHOULD WE BRING?

Food and water are arranged by the client. A packing list will be sent to all participants. We recommend participants bring their own water, snacks and lunch.

WHERE DO WE PARK? WILL THERE BE REST STOPS AVAILABLE?

Parking is limited at some locations. Certain locations are better suited for access to a large parking lot and restroom at the start of the hike. For longer hikes, we design the hike to have rest stops near parking areas for the start and finish of the hike.

WHO ARRANGES THE TRANSPORTATION?

Parking is often a limiting factor in hiking; therefore, we select a trailhead that works for your transportation needs. Some companies hire a van to bring the team to the trail head. Other teams arrange carpooling.

WHO CARRIES THE LIABILITY?

The client assumes all of the risks of participating in Polly Chandler Coaching Ecology of Strengths hikes. All individuals will be required to sign a release form.

HAVE MORE QUESTIONS?

Contact Polly at 603-730-4210 or email PaulineSaraChandler@gmail.com.