



CliftonStrengths®



Empowering Schools in the UAE with CliftonStrengths

A TRANSFORMATIVE STRENGTHS-BASED INITIATIVE



HRCG - UAE SCHOOLS OF THE FUTURE PROJECT 25/26



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EMPOWERING PEOPLE TO EVOLVE AND INNOVATE

Company Overview

HR Corner Group is an HR and beyond fractional expert consulting, talent, and learning, and development firm with over 17 years of experience delivering bespoke, transformative solutions. We specialize in crafting innovative, tailored strategies that empower organizations to unlock their full potential and thrive in today's dynamic environment. Our commitment to excellence and continuous growth has made us a trusted partner for institutions worldwide, driving measurable success through our creative, data-driven approach.





CliftonStrengths®



Why CliftonStrengths?

Our CliftonStrengths Educational Program is designed specifically for primary, secondary, and tertiary institutions in the UAE. This innovative, research-backed initiative leverages Gallup's world-renowned strengths-based framework to help school leaders, educators, students, and parents uncover and harness their unique talents. The program is structured to drive improved academic performance, heightened engagement, and overall well-being, ultimately transforming schools into thriving centres of excellence and innovation.

GALLUP® CERTIFIED
**Strengths
Coach**

CliftonStrengths®



Our Partnership

HRCG



Gallup Clifton-Strengths



We apply the CliftonStrengths framework—a research-backed tool used by over 32 million individuals worldwide. CliftonStrengths is not just an assessment; it is a strategic approach that unlocks individual potential, enhances engagement, and drives measurable performance improvements. With endorsements from renowned experts and a wealth of supporting research, it is the cornerstone of our initiative. UAE Schools and everyone in their surroundings deserve to benefit from this approach.



What Are We Addressing ?

We understand that schools in the UAE operate in a unique and rapidly evolving educational landscape. Here are several challenges they often face, which in our opinion underscore the need for a strengths-based approach:

- **Diverse and Multicultural Student Populations**
- **Teacher Retention and Professional Development**
- **Alignment with Global Standards and Competitiveness**
- **Balancing Traditional Values with Modern Educational Practices**
- **Sustainability and Long-Term Engagement**
- **Sustainable, Long-Term Growth in Educational Environment**
- **Students Adaptation and Behavioral Management**



The Strengths-Based Program



1

Our comprehensive offer is built on the core principles of CliftonStrengths and is tailored to the specific needs of every stakeholder within the educational ecosystem. We want to build a community where everyone knows what they do best.

2

Our program applies the universal language of strengths to unite every member of the educational ecosystem—from leadership, administrators and teachers to students and parents—around a shared vision for sustainable excellence. Tailored to the unique needs of each stakeholder, our initiative fosters mutual interest and collaboration, creating a cohesive community where every individual's talents contribute to a resilient, thriving school culture that drives continuous growth and lasting impact.



What We Will Focus On?

Full Circle Inclusion



Senior Leadership



Career Advisors



Year Leaders & Pastoral Coordinators



Counsellors & Wellbeing Leads



Teachers



Students



Parents

Let's break it down.



Senior Leadership

Tailored Modules Include:

- **Leading with Strengths:** Transform your institution's culture by harnessing the power of individual and collective strengths.
- **Strategic Decision-Making & Innovation:** Use data-driven insights to drive sustainable growth and innovation.
- **Building High-Impact Teams:** Cultivate a cohesive leadership team that leverages shared strengths for maximum performance.

Expected Outcomes & Strategic Benefits

- **Strategic Alignment & Vision:** Establish a unified vision that drives innovation and high performance.
- **Enhanced Decision-Making:** Leverage data-driven insights to propel your institution forward.
- **Stronger Teams:** Build cohesive, high-impact leadership teams through a shared strengths language.



Let's break it down.



Career Advisors

Tailored Modules Include:

- Strengths Discovery & Interpretation – decode each student's CliftonStrengths profile, guide meaningful conversations about aspirations and directions
- Pathway Mapping Lab – link talents to career, including UAE growth sectors and set SMART+S goals
- Talents into trajectories - empower students with the long-term vision based on self-awareness

Expected Outcomes & Strategic Benefits

- Clear, strengths-aligned pathways that raise university & scholarship success rates
- Data-driven, proactive guidance: advisors manage more students while earning CPD credit
- Stronger parent-school alignment, lifting wellbeing scores and inspection ratings

Bring It To Life: Activities that will support You and Your Students All Year Round

- Tailored Activity Map Link Available



Let's break it down.



Year Leaders and Pastoral Coordinators

Tailored Modules Include:

- Strengths-Driven Motivation & Relationship Toolkit — fuse engaging lesson hooks with peer-mentoring circles so students use their talents to energise learning and build deeper student-to-student / student-to-teacher bonds.
- Collaborative Pathway Planning — co-create subject routes where “strengths buddies” mentor one another, amplifying student-to-student support
- Motivation & Resilience Coaching — guide conversations that turn setbacks into strengths stories, strengthening student-teacher empathy

Expected Outcomes & Strategic Benefits

- Classrooms buzz with self-directed, peer-energised learning; disengagement dips noticeably
- Teachers gain practical tools to personalise instruction and sustain motivation all term long
- Students feel a stronger sense of belonging with classmates and trusted adults—attendance and behaviour metrics improve
- Earlier engagement interventions reduce crisis referrals, freeing counsellors for proactive programmes

Bring It To Life: Activities that will support You and Your Students All Year Round

- Tailored Activity Map Link Available

Let's break it down.



Counsellors & Wellbeing Leads

Tailored Modules Include:

- Seeing the Student behind the Struggle, using strengths to understand behaviour, not just manage it
- Resilience, Self-Worth & Well-Being Framework — re-frame referrals and coping-skills coaching around strengths narratives that reinforce every learner's intrinsic value
- Family Connection Accelerator — bilingual webinars, take-home prompts, and “celebrate-their-talent” scripts so parents can anchor self-worth and progress at home

Expected Outcomes & Strategic Benefits

- Earlier detection of disengagement; crisis referrals drop, attendance rises
- Richer student-to-student and student-to-teacher connections fuel a culture of belonging and motivation
- Students build robust self-worth and confidence, fuelling stronger peer and teacher relationships

Bring It To Life: Activities that will support You and Your Students All Year Round

- Tailored Activity Map Link Available



Let's break it down.



Teachers & Tutors

Tailored Modules Include:

- The Strengths-Based Classroom: creating an inclusive learning environment where all talents are recognised.
- Unlocking Collaboration and Planning through Talent Awareness
- Know Yourself, Lead Yourself: Understanding Your Unique Strengths to Manage Your Emotions, Energy, and Teaching Style.

Expected Outcomes & Strategic Benefits

- Innovative Teaching Practices: Integrate strengths-based methods to create engaging, interactive learning environments.
- Increased Collaboration: Foster a culture of continuous professional development and peer support.
- Higher Job Satisfaction: Reignite passion for teaching through strengths-focused empowerment.



Let's break it down.



Students

Tailored Modules Include:

- **Discover Your Top CliftonStrengths:** Uncover your natural talents and learn how to apply them effectively.
- **Strengths-Based Learning:** Apply your strengths to improve academic performance and social interactions.
- **Building Resilience & Future-Readiness:** Develop the mindset and skills necessary for lifelong success.

Expected Outcomes & Strategic Benefits

- **Academic Excellence:** Improve academic performance and engagement through personalized strengths-based learning.
- **Personal Empowerment:** Develop self-awareness, confidence, and resilience that extend beyond the classroom.



Let's break it down.



Parents

Tailored Modules Include:

- Understanding Your Strengths as a Parent: Discover and leverage your natural talents to foster a nurturing home environment.
- Effective Home-School Partnerships: Build stronger relationships with educators through a common language of strengths.
- Communicating and Celebrating Strengths: Techniques to articulate and reinforce strengths in both home and school settings.

Expected Outcomes & Strategic Benefits

- Empowerment & Support: Understand and leverage your own strengths to support your child's development.
- Effective Partnerships: Build strong, communicative relationships with educators.
- Holistic Development: Contribute to an environment that promotes the overall wellbeing and success of the entire family.



Institutional Benefits of Implementing the CliftonStrengths Approach:

CliftonStrengths[®]



- Enhanced Employee & Students Engagement & Satisfaction
- Improved Leadership Effectiveness in Policy Making and Implementation
- Increased Student Engagement & Academic Performance
- Strengthened Organizational Culture
- Enhanced Communication & Collaboration
- Boosted Innovation & Problem-Solving at All Levels
- Sustainable, Long-Term Growth in Educational Environment
- Measurable, Data-Driven Improvements
- Timely and Effective Curriculum Planning in the Departments
- Enhanced Reputation & Competitiveness
- Stronger Home-School and Community Partnerships



**What Is Your Focus
Now?**

**Productivity, Quality,
Innovation?**

The Clifton Strengths for Students

At the end of the day its for their future.



The CliftonStrengths for Students report connects students' strengths to the way they learn, study, interact socially, accomplish goals and more. It's the tool they can rely on to develop into the student, employee and person only they can be.

Contribute to Group Projects and Extracurricular Activities

Develop Better Study Habits

Plan a Schedule and Pick Classes

Set and Achieve Goals

Set and Achieve Goals



LEADS WITH Relationship Building Strengths



LEADS WITH Influencing Strengths



LEADS WITH Executing Strengths

Return On Investment

We understand that schools as a institution must serve and answer to multiple stakeholders. And we understand that return on investment isnt just a knowledge that is passed from teachers to students.

- The measurable improvements in employee and student engagement have been linked to tangible financial benefits, including reduced recruitment and training costs due to lower turnover, as well as higher performance metrics that boost overall institutional ROI.
- Reference: Gallup's research on strengths-based development outcomes and ROI, as cited in various Gallup and business publications (e.g., articles in Forbes and The Wall Street Journal).



Employee Development

All Levels Across the Institution

Implementing a strengths-based approach for employee development transforms the workplace into a dynamic, empowering environment where every staff member can excel. By focusing on each individual's innate talents, our program fosters greater self-awareness, enhanced engagement, and continuous learning—resulting in improved performance and job satisfaction. Educators and support staff are empowered to leverage their unique strengths to innovate in the classroom and streamline administrative processes, which in turn elevates the overall quality of education. Research consistently shows that employees who work from their strengths are not only more productive but also more motivated and resilient. This leads to a more cohesive, high-performing culture that supports professional growth and ultimately drives sustainable success across the institution.



Case Studies

Our Success Stories

Engagement and Productivity

Data from Gallup's Q12 survey consistently reveal that employees who are engaged through strengths-based development are up to six times more likely to be engaged on the job. This higher engagement not only boosts productivity but also contributes to improved job satisfaction and lower turnover.



Teacher Development

Case studies featured on Gallup's Education Solutions pages illustrate that teachers who participate in strengths-based coaching experience higher engagement, which correlates with more effective classroom practices and improved student outcomes.



Overall Institutional Impact

Gallup's meta-analyses and internal reports consistently demonstrate that a strengths-based approach leads to measurable improvements in both engagement and academic performance. Additional academic studies, such as those by Soria and Stubblefield, support the claim that strengths awareness among students enhances learning and fosters a positive school climate.



You Cannot **Support**
What You Don't
Understand.

CliftonStrengths Help
You To See Your **Staff &**
Students Clearly

What Packages You Can Consider. Let's break it down.



Phase 1: The Core Foundation (Mandatory First Step)

The goal of this phase is to establish a common language of strengths and achieve strategic buy-in from leadership to students. This creates the essential groundwork for a successful school-wide initiative.

Package Components:

- CliftonStrengths talent assessment for every participating educator, staff member and student.
- Personalised Strengths Reports: Individualised reports for all participants to begin their journey of self-discovery.
- Gallup Student Poll: An initial survey for students (pre-agreed grades/years) to benchmark engagement, hope, and well-being, providing a critical data set for school leaders.
- Leadership Kick-Off & Strategy Session (Half-Day - or part of CPD allocated hours): A private workshop for the Senior Leadership Team focused on:
 - Leading with Strengths: Transforming the institution's culture by harnessing collective talents.
 - Strategic Decision-Making: Using the initial data to drive sustainable growth and innovation.
- "All-Staff Strengths Kick-On" Session (Half-Day - or part of CPD allocated hours): A dynamic introductory session for all participating staff to understand the fundamentals of CliftonStrengths and the school's vision for the program.



What Packages You Can Consider. Let's break it down.



Phase 2: "Full Circle" Targeted Development (Customizable)

Following the establishment of the Core Foundation, your school can select from the following specialized modules. This allows you to direct resources toward areas of strategic priority. Each module is designed as a full-day intensive workshop unless specified.



Any School Team (e.g., SLT, Dept. Heads)	Team Coaching & Grid Evaluation: A workshop focused on using the CliftonStrengths Team Grid to visualize collective talents. This session helps build high-impact teams , improve collaboration, manage potential gaps, and align shared strengths to achieve team goals.
Teachers & Tutors	The Strengths-Based Classroom: Focuses on creating an inclusive learning environment , fostering collaboration , and managing energy through strengths awareness to reignite passion for teaching
Year Leaders & Pastoral Coordinators	Motivation & Relationship Toolkit: Provides tools for peer mentoring, collaborative pathway planning, and resilience coaching to improve student engagement and belonging.
Counsellors & Wellbeing Leads	Resilience & Well-being Framework: Focuses on understanding student behavior through strengths, building self-worth , and engaging families to create a supportive ecosystem
Career Advisors	Strengths-to-Careers Pathway Lab: Delivers training on interpreting student profiles and mapping talents to careers to raise university and scholarship success rates.
Students	Student Empowerment Series (3 x 90-minute workshops): A series of sessions where students discover their talents, apply strengths to their learning , and build resilience and future-readiness
Parents	Home-School Partnership Workshop (1 x 2-hour evening session): Helps parents leverage their strengths and build effective relationships with educators through a common language.

What Packages You Can Consider. Let's break it down.



Phase 3: Deepened Impact & Individual Growth (Optional Add-On)

The "Resilient Educator" Professional Development Series

This bundle is designed for teachers and staff to enhance their professional resilience, improve team dynamics, and manage the unique pressures of the educational environment.

- Target Audience: Teachers, Tutors, and Departmental Staff.
- Focus: Building a supportive and psychologically safe culture while equipping educators with tools to manage stress and enhance their interpersonal effectiveness.
 - Included Training Courses: Psychological Safety & Trust: The Secret to High-Performing Teams: This course provides the framework for creating a team environment where staff feel safe to speak up, innovate, and collaborate effectively.
 - Stress-Proof Your Workforce: Mental Health & Resilience Strategies : A vital workshop focused on providing practical tools for educators to manage stress, prevent burnout, and build personal resilience.
 - Emotional Intelligence 2.0: The New Currency of Leadership: This session helps teachers master their own emotional responses and better understand student and parent dynamics, leading to more effective communication and classroom management.

The "Future-Ready Leaders" Advancement Program:

This bundle targets the school's senior and middle leadership, providing them with advanced skills to navigate complexity, manage diverse teams, and lead with strategic foresight.

- Target Audience: Senior Leadership Team, Heads of Department, and Aspiring Leaders.
- Focus: Developing the strategic, cultural, and crisis-management skills necessary to lead a modern educational institution.
 - Included Training Courses: Crisis-Proof Leadership: Navigating Complexity & Conflict: Essential training for handling difficult situations with parents, staff, or students, ensuring the school's reputation and stability.
 - Cross-Cultural Intelligence: Thriving in a Globalised Workforce: Perfect for the diverse environment of a UAE school, this course enhances leaders' ability to manage and motivate a multicultural staff and student body.
 - First-Time Leader Playbook: Navigating Leadership with Confidence: An ideal add-on for newly promoted Heads of Department or Year Leaders, providing them with the foundational skills to succeed in their new roles.

What Packages You Can Consider. Let's break it down.



Phase 3: Deepened Impact & Individual Growth (Optional Add-On) Continue

The "Student & Parent Empowerment" Series

This unique bundle extends the school's value offering directly to students and their parents, equipping them with practical, real-world skills for future success and well-being.

- Target Audience: Senior Students (Years 11-13) and Parents.
- Focus: Preparing students for the transition to university and careers, while providing parents with tools to support their children's journey.
- Included Training Courses:
 - For Senior Students: "The Career Launchpad"
 - Résumé & LinkedIn Mastery: Get Noticed by Top Recruiters: A hands-on workshop to build a professional profile that stands out for university and internship applications.
 - Cracking the Interview Code: Answering Tough Questions with Confidence: Prepares students with the skills and confidence needed to excel in competitive university and job interviews.
 - Personal Branding for Professionals: Stand Out in Your Industry: Teaches students how to articulate their skills and strengths, building a personal brand for future success.
 - For Parents: "The Supportive Parent Toolkit"
 - The Art of Conflict Resolution: Difficult Conversations Made Easy: Helps parents navigate challenging conversations with their teenagers about academics, choices, and the future.
 - Happiness at Work: How to Create a Career You Love: A session that parents can use for their own growth, modeling a positive and proactive approach to career and life satisfaction for their children.

The Coaching Session:

To translate group knowledge into lasting behavioural change, we offer one-to-one coaching to help individuals apply their strengths to specific challenges and goals.

- Investment: Single Session (45 mins)
- Growth Package (3 x 45-min sessions)



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Our Contact Information

We invite you to join us in transforming your educational community into a thriving, engaged, and high-performance environment. Our recommended next steps are:

1. **Schedule Initial Discovery Meeting:** Discuss your unique needs and strategic objectives.
2. **Finalise a Customised Proposal:** Refine our offering based on your feedback.
3. **Launch a Pilot Program:** Begin with selected departments to demonstrate immediate impact.
4. **Scale and Optimise:** Expand the program across your institution with continuous support and evaluation.

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THANK YOU FOR YOUR ATTENTION

If you have any further questions or would like to explore opportunities to work together, please don't hesitate to reach out to us.

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