



Kolbe Impact

Shannon Waller

As the creator of the Team Programs at Strategic Coach, I'm passionate about working with entrepreneurs and their teams, and Kolbe is such an essential part of the work that I do. As a 3 Fact Finder, I appreciate a simplified approach and how Kolbe allows me to cut to the heart of the matter with teams in figuring out how they strive. By using Kolbe, I'm able to coach teams on how they can be successful and how they can work best with one another. My knowledge about Kolbe and my confidence about working with teams have grown together.

Applying Kolbe In All I Do

I'm involved in several types of team and one-on-one coaching. Here are brief summaries of each and how Kolbe plays a key role:

- **On-Site Workshops:** Our entrepreneurs in the Strategic Coach Program invite me to coach them and their teams at their own location. The entrepreneur will have already completed their Kolbe A, as all our clients do, and their team's Kolbe A profiles are done before the workshop and put into a Spreadsheet of Strengths (A's only). During the workshop, I discuss Kolbe in depth, and teach the team members what their profiles mean and how knowing one another's profiles will help them work together more productively and efficiently. The focus is not only on the A profiles, but on how they interact and relate to one another. It's a vital component of our Unique Ability Teamwork conversation. We also often do a Team Synergy analysis, which is very insightful.
- **Masters Team Leader Workshops:** This is an executive-level quarterly workshop for our clients' senior team members where they can learn Coach concepts from a team perspective. This includes a discussion of Kolbe profiles and how they benefit teamwork, and how they can use the Kolbe system for hiring (RightFit), setting up teams (Synergy), and day-to-day teamwork (Comparisons: A to ATM).
- **One-On-One Entrepreneurial Coaching:** I regularly meet and have phone calls with individual clients to discuss their and their team's needs. Hiring is a subject that often comes up, and I always recommend Kolbe RightFit—after all, we always use Kolbe in our hiring at Strategic Coach!
- **Weekly & Monthly Coaching Teleseminars:** I lead weekly, monthly, and quarterly teleseminars where our clients and their team members call in for coaching on various subjects. I often tie in Kolbe to the topic of the call and apply listeners' Kolbe profiles to the advice I give them.
- **Team Coaching:** I frequently hold webinars where I provide additional coaching, including coaching on Kolbe. Often, these webinars are a follow-up to on-site workshops I've delivered to clients and their teams.



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Kolbe For Couples

Couples Connection is an annual two-day retreat for our clients and their spouses. It gives them the opportunity to get away and connect with one other, use Strategic Coach tools and concepts to plan their future together, and learn from other entrepreneurial couples who share similar challenges and opportunities. Our clients already have their Kolbe A profiles, and their spouses complete a Kolbe A in preparation for the session. Kolbe is discussed as a way for the couples to understand each other better and improve their relationships, and we now recommend the Comparisons: A to A to facilitate understanding of their different MOs.

The Kolbe A results on their nametags act as an “icebreaker” at the cocktail party we host the night before the workshop. It’s a phenomenal tool that makes such a difference for couples, bringing them the gift of understanding.

Through Kolbe, they learn new things about their spouse, including that their spouse doesn’t behave in certain ways just to irritate them, but rather because it’s the way their mental energy flows!

I love facilitating Kolbe conversations with couples. Using it, we’re able to create enormous breakthroughs in a short period of time.

A specific example involves our client Elizabeth Brickman and her husband, Guy. She is a 5772, and at the time, he was in Transition. We discussed why Guy might be in transition, what role he was taking in his business, and how that was affecting him. It helped them understand how to support each other in terms of what drives them, particularly how Elizabeth could support Guy to get out of Transition. I also helped Elizabeth understand her MO on a very practical level, and she found this to be incredibly valuable (see her lovely letter, attached).

Kolbe’s Impact

I can’t imagine trying to work with entrepreneurs and their teams without the benefit of the insights I gain through using Kolbe. It is an essential part of my life, my understanding of people, and it influences everything I do. I am so grateful for the impact Kolbe has had on both my personal and professional life. Thank you!