

DEVELOPING MANAGEMENT AND TEAM STRENGTHS

Testing strengths, interpreting results and coaching



We will help individuals understand their personal CliftonStrengths® 34 profile, its results and how the strongest talents translate into their personal and professional lives. We will show the possibilities of how they can continue to work with the results.



If the individual is the leader of a particular team, we explain how they can work with team member profiles.

Price from 187 EUR without VAT / hour / coaching

Team development workshops and facilitation



Thanks to the team workshop, participants will understand the diversity of the internal settings of individuals within a given team. Using concrete practical examples, we will show how they can use knowledge about themselves for better cooperation inside and outside the team, for higher performance and achieving team goals.

Price from 1 750 EUR without VAT / all-day workshop

Comprehensive development program



Long-term work on the development of individuals and the team is what will ultimately bring you the most fruit. The comprehensive development program is a mix of various activities that we will prepare for you on a turnkey basis based on our portfolio and your needs.



CLOUD 9 INSTITUTE



We are a certified authority for working with the CliftonStrengths methodology from Gallup®, a global leader in the development of individual and team strengths.

To the knowledge of this methodology, we add knowledge of coaching, therapies and team leadership. Our services reflect our many years of experience with the development activities of individuals and companies.



Contact person

Lucia Wolna

Business development partner

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„I consider testing the top management team using the CliftonStrengths methodology, an individual debate with a coach to interpret the test results, and then a joint team workshop to be a great procedure, where everyone had the opportunity to become aware of their own motives and patterns of behavior, as well as how and why their colleagues behave and react. It was very interesting for me to evaluate the whole team - possible weaknesses, what to focus on, what to pay more attention to. It motivated us immediately to take a critical look at our activities and immediately defined several areas where we need to work on.

Jana Hamrsmidova
Director of the Energy Division
MND

"The workshop was smooth, fun, informative and beneficial. Not only did everyone get to know themselves better, but we also understood each other more. We have confirmed ourselves the fact that we work great as a team, everyone in the team plays an important role and we have the potential to grow and improve. From our own experience, we can recommend collaboration with Cloud 9 Institute to everyone who want the best for their company and teams."

Lumir Schejbal
Founding Partner
Schejbal & Partners



Comprehensive development program for teams

- Work most effectively with the strengths of individuals and teams
- Individual profiling, setting individual goals in development
- Team workshops and setting team goals
- Mentoring for the team leader



The following graphic representation of the development program for the team shows our **best practice**: The most frequently chosen variant of such a program, which has the greatest impact on the development of individuals and teams.



For more information on the individual parts, see pages 5 and 6. Testing takes place online. Consultations and workshops can be either online or in person at your request. We can handle both the Czech and English variants. We will create a program with you based on your assignment and specific goals.

For more information, call **Lucia Wolna** at **+420 703 140 655**.



Strength test with consultation

- With the help of the CliftonStrengths® 34 test, we measure your strengths
- We will help you practically grasp the test results
- Together, we will set measurable goals where you will actively use your strengths



Measuring strengths	The service includes	Price excl. VAT	
Starter 2	<p>Gain a clear understanding of your talent profile. We will focus on your Top 5 and Top 10 talents and together we will set the first concrete development step.</p> <p>Includes:</p> <ul style="list-style-type: none"> • Measuring strengths with CliftonStrengths® 34 • 2 talent consultations (2x 60 min) • Final profile in English and Czech • Video Results Manual • Access the Gallup Access app • Access to the CliftonStrengths® Cloud 9 Institute newsletter 	10 850 CZK	452 EUR
<p>Best seller</p> <p>Name it Claim it Aim it</p>	<p>Explore your talent potential in depth with the "Name it, Claim it, Aim it" approach. From the knowledge of talents to a concrete plan for their development.</p> <ul style="list-style-type: none"> • Measuring strengths with CliftonStrengths® 34 • 3 talent consultations (3x 60 min) • Final profile in English and Czech • Video Results Manual • Access the Gallup Access app • Access to the CliftonStrengths® Cloud 9 Institute newsletter 	14 850 CZK	619 EUR

The CliftonStrengths® test takes place online, lasts about 60 minutes, consists of 200 comparison questions. The test subject has 20 seconds for each answer. Consultation and coaching is 60 minutes long, unless otherwise agreed. It can be online or in person, in Czech or English, and will be led by a member of our top consulting team. You can choose the date according to your individual needs.

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Coaching and mentoring

- Individual coaching packages for deep personal development
- Mentoring Leaders to Work with Talent in a Team – Team GRID Explained
- Practical use of CliftonStrengths® results in practice



Coaching, mentoring	The service includes	Price excl. VAT	
Deep Internal Journey 3 (DIJ 3)	<ul style="list-style-type: none"> • Package of 3 coaching sessions (3x 60 min.) • An ideal choice for those who want to develop a specific skill, gain a new perspective on a current challenge, or support their professional growth in a short time frame. 	12 600 CZK	525 EUR
Deep Internal Journey 5 (DIJ 5)	<ul style="list-style-type: none"> • Package of 5 coaching sessions (5x 60 min) • Suitable for deeper work on talent development, building confidence, setting goals and finding long-term solutions in professional and personal life. 	20 000 CZK	833 EUR
Deep Internal Journey 10 (DIJ 10)	<ul style="list-style-type: none"> • Package of 10 coaching sessions (10x 60 min) • A comprehensive development program for those who want to systematically work on their potential, leadership or managing change. Room for deeper transformation and sustainable growth. 	39 000 CZK	1 625 EUR
Mentoring for the team leader	<ul style="list-style-type: none"> • Consultation (90 min) • Explanation of the profiles of individual team members, the laws of GRID – the distribution of talents in the team • Suitable for the leader of the tested team 	7 750 CZK	323 EUR

Best seller

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Gallup & CliftonStrengths® workshops

- We will help you increase the level of cooperation and grasp in the team
- We will teach the team to communicate better through a common knowledge of strengths
- We will support a culture in which individuals positively perceive the differences of others and know how to work with them
- We will systematically work with you to understand how to work with strengths in the team



Name	Annotation
Basics of the methodology of working with strengths	We define a talent motive according to the CliftonStrengths® methodology, how such a motive manifests itself and how it becomes a strength. We will explain the basic functioning of talent domains and which domain each motive falls into. Within the group, we will show what filters or assumptions about the functioning of other people we project into our own thoughts and decisions on a daily basis and how we can be better aware of these filters.
Working with the strengths of individuals and the team	You will get to know the strengths of individual team members and look at the bigger picture of their connection and how they affect each other. You will understand in greater detail the functioning and blind spots of talent domains and through the so-called Team GRID you will name the strengths and weaknesses in the team and how you can work with them in the future.
The relationship between strengths and personal or corporate values	The way we act through our talents in life is often very closely linked to our personal values. It is a combination of two basic questions: "How do I do it?" and "Why do I do it?". You will find out what values are important to you and what values the whole team professes. As these values are often supported by how we are internally set up through our talent schemes and you will learn several strategies for working on recognizing schemes that no longer bring you anything good.
How to build a long-term successful team	What makes a successful team successful? We will look at this topic through 5 signs of top teams that Gallup® has identified over the years and research: Results not conflict - Do what's best for the organization and then move forward - Work and personal lives are equally important - Embrace diversity - Magnets for talent. You will find out how you are doing as a team, and what gaps you can still fill and how.
Strengths Based Leadership	Or "4 needs that followers require from leaders". Based on a Gallup® survey, the authors brought up four key areas to focus on: trust, compassion, stability, and hope. When people feel these things, they feel more engaged in their societies. Do you apply all four areas in your leadership? How? And is there any area you can adjust?
Refreshing your knowledge of the team's strengths	During this workshop, or facilitation, your team will refresh their knowledge of the CliftonStrengths® methodology with the help of a lecturer. You will be reminded of the talent mix across your team and how you have worked with this information so far. You choose a new development goal for yourself or expand the existing one.

We can conduct workshops both online and in person, in Czech and English. The ideal occupancy of the workshop is up to 15 people, so we will achieve the best possible results and get the most out of the meeting. The price of a half-day workshop starts at 1 333 EUR, a full-day workshop starts at 1 875 EUR without VAT. We will put together the individual modules of the workshops tailored to your assignment. We will also be happy to create a comprehensive development program for you. You can find more workshops in our workshop catalogue.

For more information, call **Lucia Wolna** at **+420 703 140 655**.





Facilitation

- Facilitation is a process that is used to facilitate group communication, interaction, or problem solving
- The goal is to help participants achieve a common goal or solution to a situation
- Facilitations are also suitable as an "introductory or connecting" format. For example, in teams that have been working together for a long time, but have recently undergone personnel changes.



Facilitator role: facilitates dialogue between participants, helps identify and resolve conflicts, ensures that everyone has the opportunity to express their opinion and that different opinions and experiences are respected.

Demonstration of facilitation topics and content

Theme	Annotation
<p>Deepening collaboration across departments</p> <p>Duration: 3 hours</p>	<p>We will focus on setting up and making better use of cooperation between departments. As part of the practical exercises, we will look at both the bonding of individual teams and the bonding of inter-team and effective communication through the deepening of relationships between departments.</p>
<p>Our team and how we perceive it</p> <p>Duration: 4 hours</p>	<p>Let's focus on you as a team. As a diverse yet unique entity that supports the well-being, satisfaction, and functioning of people and teams in your company. How do you perceive your team? What do you think about it? What opportunities do you see for the team to work even better? What could be changed, improved? The goal is to understand each other. How does anyone perceive the team? Strengthening relationships. And also, one or two development steps for the future that you could implement to make the team work even better.</p>
<p>What do our team and the individuals in it bring?</p> <p>Duration: 3 hours</p>	<p>We start by introducing ourselves to each other and telling others a perhaps unknown aspect of our personality - what I bring to this world. Subsequently, we will develop the discussion through exercises in groups, thanks to which we will find out at the end some definition of our mission as a team and how each individual figures in this mission.</p>

engagement
networking
communications
solution
teamwork
empathy building
understanding sharing

"For the umpteenth time, as the Research Department, we have used the services of an excellent lecturer Markéta Gabzdyl Tichá for workshops on getting to know each other, self-knowledge and typology, team building, setting up communication, strengthening cooperation, and partly also leadership. After each event, I evaluate the impact and not only are people excited, but they start to melt the things they learned here into practice – which is the biggest win with hindsight."

Lukáš Palko

Director of the Research office, Masarykova Univerzita

Basic information about facilitations follows similar rules as workshops. We will be happy to agree on the format, length and content with you.

For more information, call **Lucia Wolna** at **+420 703 140 655**.





Our team - coaches and lecturers

We have experienced lecturers and consultants in our team, personally selected and trained by our founder Markéta Gabzdyl Tichá. All of them guarantee the high quality of our services and the satisfaction of you, our clients.

**Marketa
Gabzdyl Ticha**



Gallup® Certified
Strengths Coach
Lecturer

About Markéta: Founder of Cloud 9 Institute with years of experience in corporate education. She is a Gallup Certified Strengths Coach. Prior to founding Cloud 9 Institute, she worked as a leader of a global team of process experts at IBM and as a recruiter for Manpower. She produces the podcast "O talentech s Markétou" in which she explains the CliftonStrengths methodology and how we can develop our strengths.

Interesting fact: She co-wrote the Czech film The Power of Thought. It highlights her favourite theme - mind-set, thinking and controlled creative imagination.

Top 5 CliftonStrengths talents: [Ideation](#) | [Futuristic](#) | [Strategic](#) | [Belief](#) | [Relator](#)

**Jana
Demjanova**



Consultant
Therapist
Lecturer

About Jana: She has been a trainer and therapist at Cloud 9 Institute for over 7 years. Having studied social pedagogy and many different therapeutic and developmental courses, she is an expert with overlapping knowledge between disciplines. She has been working on self-development topics for over 20 years. She is a professional and personal coach as well as a social educator and psychotherapist for individuals, children, and families. Among her many certifications you can find for example "The Work" methodology or kinesiology.

Interesting fact: As a child, she spent a lot of time in Middle Eastern countries. It is not only from there that her love of different cultures and the diverse personalities of the people stems.

Top 5 CliftonStrengths talents: [Learner](#) | [Individualization](#) | [Relator](#) | [Maximizer](#) | [Intellection](#)

**Alena
Tilpova**



Consultant
Coach
Lecturer

About Alena: Alena has joined the ranks of Cloud 9 Institute coaches because of her many years of experience in HR, leadership, education and recruitment. She has worked in corporates such as Currys CoE and smaller startups, mostly in the IT sector. She is a member of the International Coach Federation (ICF) and enjoys combining strengths work with management skills development. She is strategically oriented and enjoys being able to streamline and simplify things.

Interesting fact: She has been organizing meetups for developers in Brno for many years. She likes data, facts and technology - she is familiar with the basics of programming and data analysis.

Top 5 CliftonStrengths talents: [Responsibility](#) | [Ideation](#) | [Individualization](#) | [Achiever](#) | [Maximizer](#)

**Lada
Kolarova**



Consultant
Lecturer

About Lada: Lada is a talented Human Resources professional with over 10 years of experience who focuses on wellbeing and professional growth. With an international certification from The Chartered Institute of Personnel and Development (CIPD) focused on HR management and a strong focus on building trust, she builds strong relationships with both individuals and teams. Her approach is underpinned by an understanding of the needs of others and a desire to help them grow. She has extensive experience in both the corporate world and small businesses and is currently exploring the dynamics of liberal and turquoise organizations.

Interesting fact: She is fluent in Dutch, German and English, and in her spare time organizes conferences on effective change management.

Top 5 CliftonStrengths talents: [Developer](#) | [Empathy](#) | [Positivity](#) | [Learner](#) | [Individualization](#)



Our team – back-office and sales

**Lucia
Wolna**



Business Development
Partner
& Controlling Expert

About Lucia: Lucia works at Cloud 9 Institute as a back-office manager and business development partner. She is responsible for internal controlling, processes and client relations. In the past, she worked as a licensing specialist and later as a process expert in the global IBM team. Structure and systematicity help her to get the job done quickly and well. You can count on Lucia to never forget anything and to always do her best to ensure the satisfaction of all parties involved.

Interesting fact: Lucia has been a Tatra chamois since childhood, which is why she fell in love with our Czech mountains besides Brno.

Top 5 CliftonStrengths talents: [Harmony](#) | [Analytical](#) | [Discipline](#) | [Responsibility](#) | [Consistency](#)

**Lenka
Biffin Darmovzalova**



Business
Development Partner

About Lenka: After many years of varied experience in the hospitality industry, she decided to work as a flight attendant for Emirates Airlines, ending her 7 years with the airline as a 1st class flight attendant. All this experience has given her a lot of experience and skills in communicating with customers. This was a great entry point to Cloud 9 Institute where she has been working as a business development partner for the past 6 years. Within the business she is mainly responsible for communication with clients, planning orders and their actual execution. She is the main organizer of the STORIES conference, where she demonstrates her talent in organizing events.

Interesting fact: You'll probably find her in the CET+8 time zone, as she and her family have been living in Australia for the last 3 years.

Top 5 CliftonStrengths talents: [Input](#) | [Responsibility](#) | [Positivity](#) | [Strategic](#) | [Ideation](#)

**Monika
Berankova**



Business
Development Partner

About Monika: At Cloud 9 Institute, Monika works as a Business Development Partner. She builds on the experience she gained as a virtual assistant, specialising in administration, project management, and client communication. She now applies this expertise in her role at Cloud 9 Institute, where she manages business relations with clients — from the initial contact and meetings through to the successful delivery of projects. Thanks to her structured approach and her attentive, client-centred mindset, she is able to quickly understand clients' needs and translate them into clear, actionable steps.

Interesting fact: In the past, Monika worked as a kitesurfing instructor in Greece and later taught skiing and snowboarding during the winter season.

Top 5 CliftonStrengths® talents: [Individualization](#) | [Belief](#) | [Maximizer](#) | [Arranger](#) | [Developer](#)