THE 90-DAY STRENGTHS ACTIVATION

A Blueprint for Activating Your Team and Unleashing Human Potential



CHAD SEEGMILLER

FOUNDER | SPEAKER | HUMAN STRATEGIST, MODERN MONK CONSULTING

THE WORLD OF WORK HAS CHANGED FASTER THAN THE SYSTEMS DESIGNED TO LEAD IT.

70%

of organizational change initiatives fail due to employee resistance.

70%

of the variance in team engagement is determined solely by the manager.

Leadership is the most powerful lever inside every organization—and also the most common point of failure.

Sources: Gallup, McKinsey, Kotter (compiled).

LEADERS ARE STRIVING FOR HUMAN-CENTERED TEAMS, YET THEY ARE CONSTRAINED BY SYSTEMS BUILT ON INDUSTRIAL LOGIC.



Most leaders already recognize the shift from managing tasks to unleashing human potential. The challenge lies in evolving systems designed for a different era to support this modern intent.

How This Approach Emerged

In 2019, I became responsible for the performance of a business line. Like many leaders, I was trying to improve results while also strengthening trust, engagement, and belonging.

What became clear over time is that performance didn't improve through more pressure or more training. It improved when teams shared a common language, understood one another's natural strengths, and felt safe enough to be honest, curious, and collaborative.

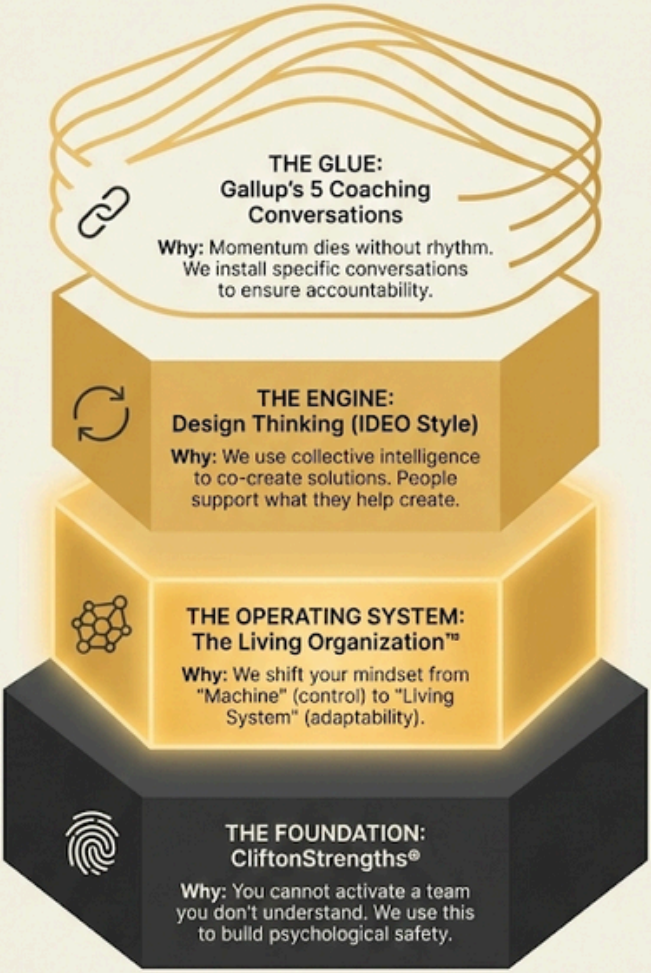
As I deepened my work with CliftonStrengths, I saw how a strengths-based foundation does more than improve performance. It gives teams language for difference, reduces invisible threat, and begins to weave psychological safety and belonging into everyday conversations. When people feel seen and understood for who they are, energy shifts.

Research into team dynamics, strengths-based leadership, and living systems—particularly honeybee hives—revealed striking parallels. Hives operate without silos, mature members into greater responsibility, and coordinate through shared signals rather than command and control.

As these insights were applied in practice, a clear pattern emerged: when leaders establish a shared strengths language, model coaching-centered leadership, and create the conditions for psychological safety, teams are able to define the path forward together. Ownership increases, resistance decreases, and momentum builds.

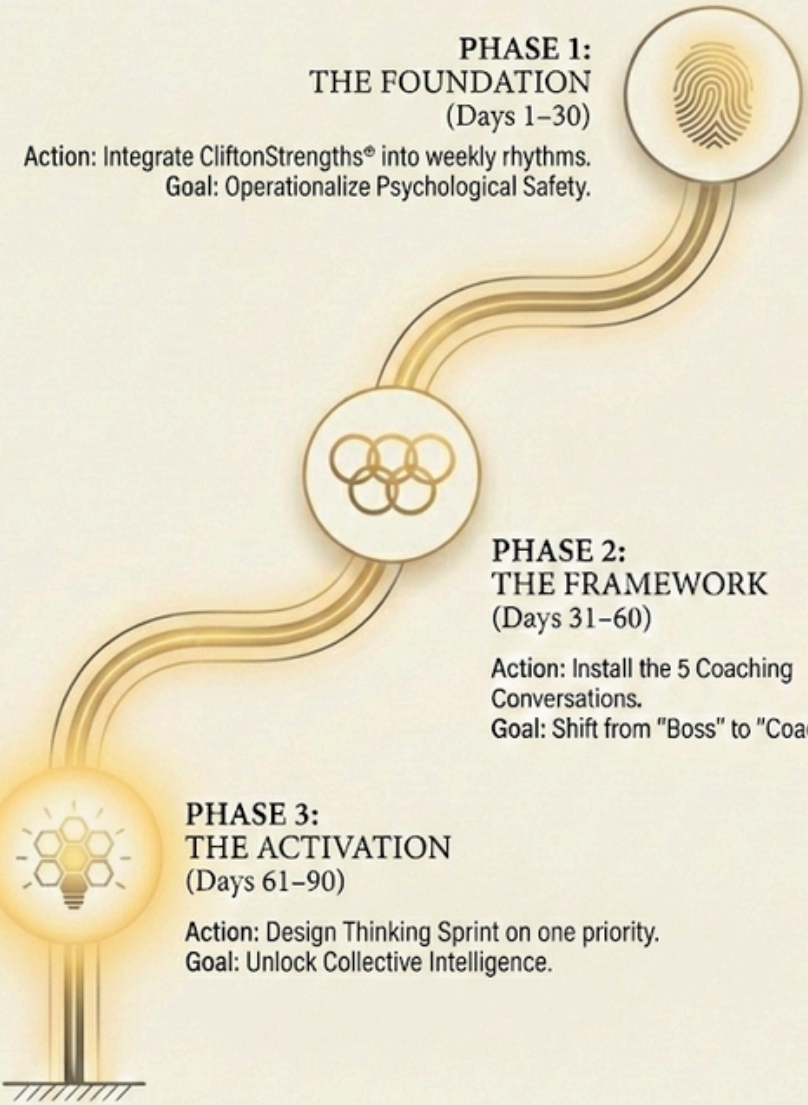
The 90-Day Strengths Activation framework is a practical expression of these lessons—designed to help teams move from alignment to activation in a way that is sustainable, human, and adaptive.

WE DON'T RELY ON GUESSWORK. WE USE THE WORLD'S MOST VALIDATED FRAMEWORKS.



The result is psychological safety, adaptability, and co-created solutions.

A PHASED APPROACH BUILDS A STRONG FOUNDATION BEFORE ACCELERATION AND PERFORMANCE.



PHASE 1:
THE FOUNDATION
(Days 1–30)

Action: Integrate CliftonStrengths® into weekly rhythms.
Goal: Operationalize Psychological Safety.

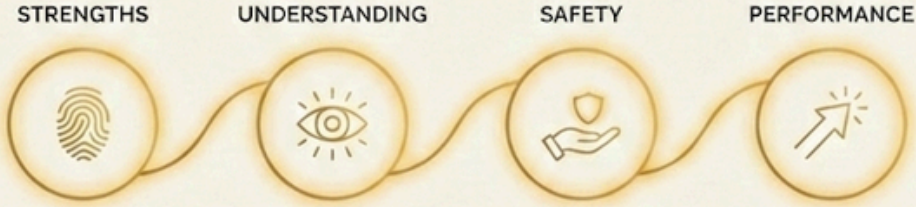
PHASE 2:
THE FRAMEWORK
(Days 31–60)

Action: Install the 5 Coaching Conversations.
Goal: Shift from "Boss" to "Coach."

PHASE 3:
THE ACTIVATION
(Days 61–90)

Action: Design Thinking Sprint on one priority.
Goal: Unlock Collective Intelligence.

PSYCHOLOGICAL SAFETY IS THE FOUNDATION FOR TEAM ACTIVATION, SUSTAINED PERFORMANCE, AND ADAPTABILITY.



Tool: CliftonStrengths®. Provides a shared language to reduce friction.

Action: Move from Judgment to Curiosity through micro-exercises.

Result: A team that feeis safe enough to be honest.

Outcome: Activation and coliective rising.

We don't just take the assessment; we embed micro-exercises into meetings to move from Judgment to Curiosity.

COACHING PEOPLE IS HOW MODERN LEADERS DRIVE RESULTS.

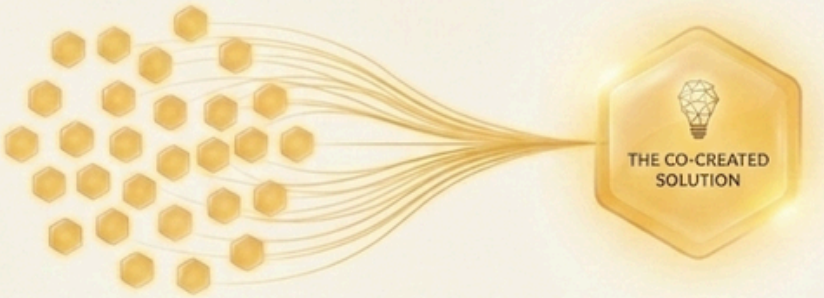
This is the practical leadership cadence managers install and model to support clarity, accountability, and growth.



We install a 'Quick Connect' cadence. Leaders shift from 'Chief Problem Solver' to 'Chief Obstacle Remover.' The result is a specific feedback loop that drives accountability without micromanagement.

PEOPLE COMMIT TO WHAT THEY HELP CREATE.

Once leaders establish a coaching rhythm and psychological safety, teams are ready to move into shared problem-solving.



THE STRATEGY:
A facilitated, design-thinking session that brings the team together to define the ideal future state, assess the current reality, and identify the most important gap to close.

THE RESULT:
Because it was their idea, resistance evaporates and ownership skyrockets.

Ownership increases when the team defines the gap together.

Examples from real client engagements

REAL TEAMS. REAL PROBLEMS. RAPID RESULTS.

THE SALES TEAM



Used Design Thinking to build a "Community of Practice".

Impact: **RANKED AMONG THE TOP 1% OF TEAMS IN THE COMPANY.**

Source: Internal company performance rankings

THE NONPROFIT BOARD



Used Strengths to rebuild trust and alignment.

Impact: **$50,000 OPPORTUNITY** uncovered.

Source: Board strategy session outcome

THE MANAGER EFFECTIVENESS



Used Strengths and coaching conversations to build manager capability.

Impact: **50% INCREASE IN MANAGER EFFECTIVENESS SCORES.**

Source: Internal leadership effectiveness survey

LET'S EXPLORE WHAT BECOMES POSSIBLE WHEN YOUR TEAM IS TRULY ACTIVATED.



YOU ARE INVITED TO A

20-MINUTE ACTIVATION STRATEGY CALL

Not a sales pitch. A clarity session to define your One Priority and assess your team's readiness.

Website: modernmonkconsulting.com |
Email: hello@modernmonkconsulting.com | LinkedIn: Chad Seegmiller

MEET YOUR GUIDE



CHAD SEEGMILLER

Founder, Modern Monk Consulting

17 Years in Banking. 8 Years in Ministry. One transformative new paradigm for leadership.

Chad Seegmiller is bridging the gap between the bottom line and the human spirit. As the creator of the 90-Day Strengths Activation, he helps teams break free from the outdated "Machine Paradigm" and embrace a future built on trust, agility, and human connection.

A recognized "Hometown Hero" and "Legendary" top 1% human strategist at one of the nation's largest banks, Chad leverages deep psychological insight and business acumen to help leaders see what others miss. His work offers a simple promise: Clarity that transforms.