

## Gallup CliftonStrengths Coach

### Description

Our client is a leading Technology company operating a Global Capability Centre (GCC) in India. As part of an ongoing investment in people excellence and high-performance culture, the organization is seeking an experienced Gallup CliftonStrengths Coach to design and facilitate in-person, team-level strengths workshops for their cross-functional GCC teams.

The engagement is focused on helping teams identify, articulate, and practically apply their individual and collective CliftonStrengths themes to improve collaboration, communication, and role effectiveness within a fast-paced technology environment.

### Responsibilities

#### Workshop Design & Preparation

- Customize Gallup CliftonStrengths workshop content to align with the client's GCC culture, team structure, and business goals
- Administer and manage CliftonStrengths assessments for all participants prior to workshops
- Review individual and team reports and prepare facilitation guides, activities, and debrief frameworks
- Co-ordinate with the L&D lead on logistics, scheduling, and participant communication

#### In-Person Facilitation

- Facilitate engaging, interactive, in-person team workshops (typical group size:TBD)
- Guide teams through the discovery of their Top 5 / All 34 CliftonStrengths themes with practical application exercises
- Lead structured debrief conversations on team strengths dynamics, partnership opportunities, and potential blind spots
- Apply strengths-based coaching techniques to surface actionable insights relevant to team roles and day-to-day collaboration in a GCC context
- Manage group energy, inclusivity, and psychological safety throughout all sessions

#### Post-Workshop Delivery

- Provide a written Team Strengths Summary Report highlighting key themes,

### Hiring organization

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### Employment Type

Contractor, Temporary

### Duration of employment

Project-based / 3-month initial engagement

### Job Location

Hyderabad

### Date posted

March 31, 2026

team dynamics, and recommended next steps

- Share participant-level insights with the L&D lead (in line with agreed confidentiality protocols)
- Recommend follow-on coaching or development interventions where appropriate
- Be available for a debrief call with the L&D lead within 5 business days of each session

### **Qualifications**

- Active Gallup-Certified Strengths Coach designation (non-negotiable)
- Demonstrated experience facilitating CliftonStrengths workshops at team level (minimum 7 years)
- Experience working with Technology companies, GCCs, or MNC environments preferred
- Proficiency in both All 34 and Top 5 report facilitation frameworks
- Familiarity with team dynamics models (e.g., Tuckman, Lencioni) to complement strengths work
- Strong in-person facilitation and group coaching skills — able to manage diverse, senior, and cross-cultural audiences
- Excellent verbal and written English communication skills
- Ability to travel to the client site as required for workshop delivery

### **Nice to have**

- Additional coaching credentials: ICF-ACC / PCC or equivalent
- Experience with onboarding or new joiner strengths integration programs
- Familiarity with digital/AI-driven team environments and the unique collaboration challenges of GCCs
- Prior experience working alongside structured L&D programs (e.g., 30-60-90 onboarding frameworks)
- Ability to facilitate in regional languages (e.g., Hindi) in addition to English

### **Equal opportunity statement**

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hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. We respect and support diverse cultures, backgrounds, talents, and perspectives. We believe embracing diversity and creating an inclusive environment will help us grow and succeed as an organization and better serve learners, who are the ultimate audience for all we create.