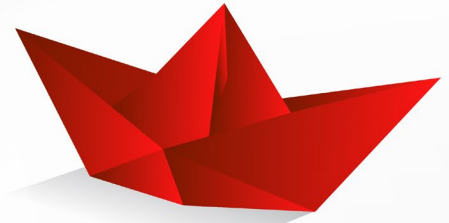


Leadership Development



Optimize the Chemistry in your leaders and team to heighten Engagement, Job Satisfaction, Performance and Retention

In today's competitive job market, offering opportunities for personal development and growth goes a long way in your retention efforts also resulting in stronger team collaboration and performance.

Chemistry works with you to develop a customized Leadership Development Program to suit your team's needs. Contact us for a consultation for developing a program tailored to your team and your organization's goals.

Here's a sample of just some of the topics you can include in your customized package:

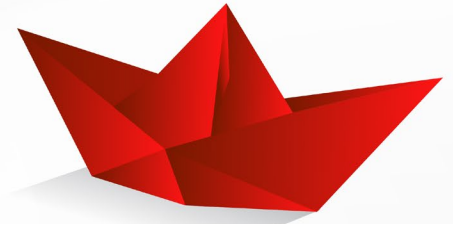
- Mental Fitness for your Leaders and Team
- Developing the Leadership style your team needs to succeed
- Performance Management best practices
- How to motivate team members with different personality types
- How to leverage diversity as a competitive advantage
- How to give effective feedback that will lead to the changes you want to see
- Different types of leadership power and when to use them
- Learn how to guide your team through functional conflict for better quality decisions and innovation
- Sources of power and influencing at all levels of your organization
- Leadership Ethics and Values
- The Dark Side of Leadership (destructive leadership behaviours and how to counter them)
- The essential elements of Onboarding
- How leaders can kill creativity and how to ensure you're not one of those leaders
- Motivation, Goal-setting and Rewards programs
- Team, Group and Individual Coaching

Our Leadership Development Programs are delivered by Chemistry Consulting Group's Associate Consultant, **Ashli Komaryk**, MBA, ACC, Certified Organizational Coach

Contact us at info@chemistryconsulting.ca to set up a consultation call.



Leadership Development



Optional Additional Program Offering Positive Intelligence

Build powerful habits for a positive mind so that you can face life's challenges with a positive mindset rather than a negative one! Through the neuroscience-based Positive Intelligence (PQ) program, you build a foundation of mental fitness by strengthening three critical mental muscles to shift the balance of power from your inner Saboteurs to your inner Sage. With lifelong applications to work and life, the opportunity is yours to continue to grow.

Your coach guides you through a six-week program where you experience daily practice, a weekly focus, the PQ gym, and community. You can access the content using the PQ app and measure your progress. The PQ program also includes a Pod facilitated by your coach. These small groups provide weekly discussion opportunities and consist of as few as two people (client and coach) or five individuals going through the PQ program with the same coach simultaneously. Our program includes continued coaching support for Teams, Groups or Individuals.

What the PQ Program includes:

- PQ app - available on Apple and Android, as well as a desktop version
- Focus - weekly hour-long videos and daily 15-minute app-guided exercises
- Gym - includes guided sessions to practice and log PQ reps, a foundational practice for building your mental fitness
- Community - the internal social network for the PQ program
- Modules - lessons essential for completing the program
- Pod - support and accountability group, to meet once a week to discuss the week's training

The Chemistry PQ Program:

- Week 1 – A 50-minute session presenting the program and the app. All participating team members will download the app and take the assessment - www.positiveintelligence.com
- Weeks 2-7 – Weekly facilitated TEAM (Pod) meeting on the topics as directed in the app (30/45/50 mins, depending on the number of participants)
- Week 8 – INDIVIDUAL coaching session with each participant to discuss progress and set goals
- Week 10 – TEAM coaching session to support sustainable application of new learnings and goal pursuit
- Week 12 – TEAM coaching session to support sustainable application of new learnings and goal pursuit

Team coaching can continue monthly or bi-weekly. Individual coaching is also an option.

