


# THE Q4 EDGE

BLENDED-LEARNING  
LEADERSHIP DEVELOPMENT

[Q4Solutions.com](http://Q4Solutions.com)



Looking for clear solutions to your organization's complex people problems?

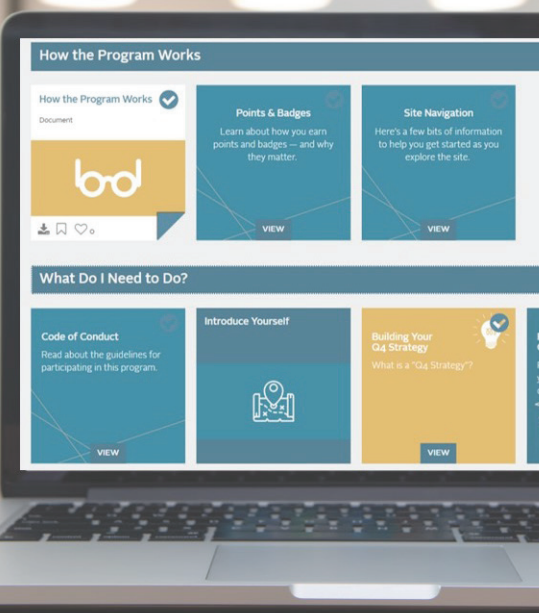
THE Q4 EDGE teaches your employees — including frontline managers, team leads, project managers, supervisors, customer-service managers, and those new to leadership roles — the practical interpersonal skills they need to help engage, challenge, motivate, and involve their people.

Our blended-learning solution combines the flexibility of online learning with the powerful people skills, in-person practice, and insightful feedback that Psychological Associates is known for.

THE Q4 EDGE helps your leaders develop a personal strategy for becoming more effective at work. They'll learn a flexible framework for identifying and adapting effective leadership behaviors.

Through it all, leaders gain insights that help them recognize and manage their own behavior — as well as communicate more effectively; motivate others; and minimize drama and stress at work.

## What Happens in the Program?



THE Q4 EDGE combines videos, quizzes, discussions, self-reflection, real-world skills practice, and other activities to give your leaders those “*a-ha moments*” that help them recognize and manage their own behavior.

Participants will develop a personal edge for success in working with others by acquiring the Q4 tools and strategies that enable them to:

- ❖ Involve their people in solving problems
- ❖ Hold leadership conversations that support performance and alignment
- ❖ Communicate clearly and effectively
- ❖ Manage challenging behavior
- ❖ Build successful teams.

# What's the Q4 Edge for Success?

Sometimes, an employee with strong *functional* job skills is suddenly less successful when promoted to a leadership role.

Have you encountered a salesperson who is great in the field — only to find they no longer excel after becoming a sales manager? Or a nurse who delivers exceptional patient care, advances to a management role, but finds that their functional skills don't translate to a leadership role?

Hardworking, intelligent employees aren't always natural leaders.

THE Q4 EDGE is a manager's first step to success. They'll gain insight into their behavior — and the behavior of those around them — helping them engage and inspire others. And they'll learn to balance regard for their team with a healthy respect for the bottom line, working with others to *get things done*.

Q4 tools and strategies are fluid and flexible. The strategies your leaders will learn in THE Q4 EDGE are applicable to a variety of situations and roles — they work for managers everywhere, from a financial setting to the factory floor — but this isn't a cookie-cutter course. Your leaders will develop *personal* strategies for becoming *more effective leaders*.

## How Does Blended Learning Work?



### ONLINE LEARNING

- ❖ While best practice recommends modules are released every two weeks, content can be released in a cadence that makes sense for your organization.
- ❖ Content can be embedded in your organization's Learning Management System.
- ❖ Your leaders can access course content on their own schedules.



### IN-PERSON WORKSHOP

- ❖ Learning culminates in a one-day facilitated session of 20 to 24 leaders.
- ❖ More than 24 learners? We can help you split them into cohorts to maximize their learning experience.
- ❖ Leaders practice the Q4 skills in practical simulations based on their real-world work environment.
- ❖ Train-the-trainer certification is available.



### IMPLEMENTATION

- ❖ Back at work, leaders apply their newly learned practical skills to real-world workplace situations.
- ❖ Manager involvement supports and enhances personal development for leaders.
- ❖ Online course content will remain available to learners for two months following the in-person workshop.

# About Psychological Associates

## Q4 EDGE FAQs

### WHO SHOULD ATTEND?

THE Q4 EDGE is for leaders and managers who have to help others develop and perform — team leads, line managers, project managers, customer-service managers, and supervisors. It's also beneficial for those about to step into a leadership role for the first time.

### WHERE CAN I LEARN MORE?

Visit [Q4Solutions.com/services/the-q4-edge](http://Q4Solutions.com/services/the-q4-edge)

### HOW CAN I SAMPLE THE PROGRAM?

1. Schedule a demo of THE Q4 EDGE for your organization.
2. Attend an exclusive taste-test session of THE Q4 EDGE in Summer 2020.

Call Clay Hildebrand at 314-678-5604 to discuss the option that's right for your organization.

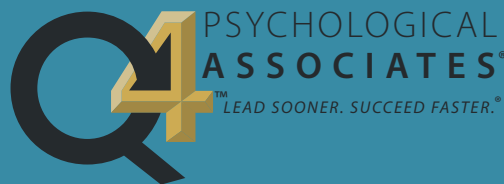
## Dimensional<sup>®</sup> Model of Behavior<sup>™</sup>



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Psychological Associates partners with organizations to achieve targeted growth and collaboration through customized solutions designed to fit your strategy goals.

At the core of every PA program and solution is our Q4 DIMENSIONAL MODEL OF BEHAVIOR, which divides behavior into four “types.” Become more aware of your own behaviors and the behavior of those around you, and you’ll be a more effective leader. When combined with the right interpersonal skills, the MODEL can radically change how you and your organization **get things done** — for the better.



Gain

An Edge for Success

when working with others