

VIRTUAL SOLUTIONS, REAL RESULTS

The World of Virtual Leadership Development

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WHAT WE WILL COVER TODAY

The Virtual Leadership Development Landscape


What Makes Virtual Leadership Development Effective?

Can You Teach 'Soft' or People Skills Online?

Our Approach: THE Q4 EDGE

POLL

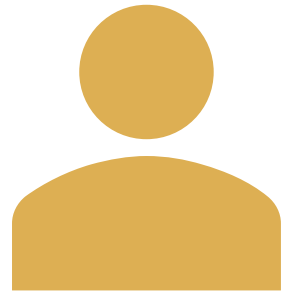
- ❖ Have you participated in a virtual leadership development program?
- ❖ Did you or your company utilize virtual leadership development solutions pre-pandemic?



We want to hear
from you!

LEADERS DRIVE BUSINESS PERFORMANCE

Whether In-Person or Virtual



70% of a team's engagement depends on the manager



Teams with great managers see 27% more revenue per employee

- [Gallup Poll, 2018](#)

LEADERS AREN'T BORN – THEY'RE MADE



Only 1 in 10 people are “natural” leaders

- [Harvard Business Review](#)

LEADERS AREN'T BORN – THEY'RE MADE

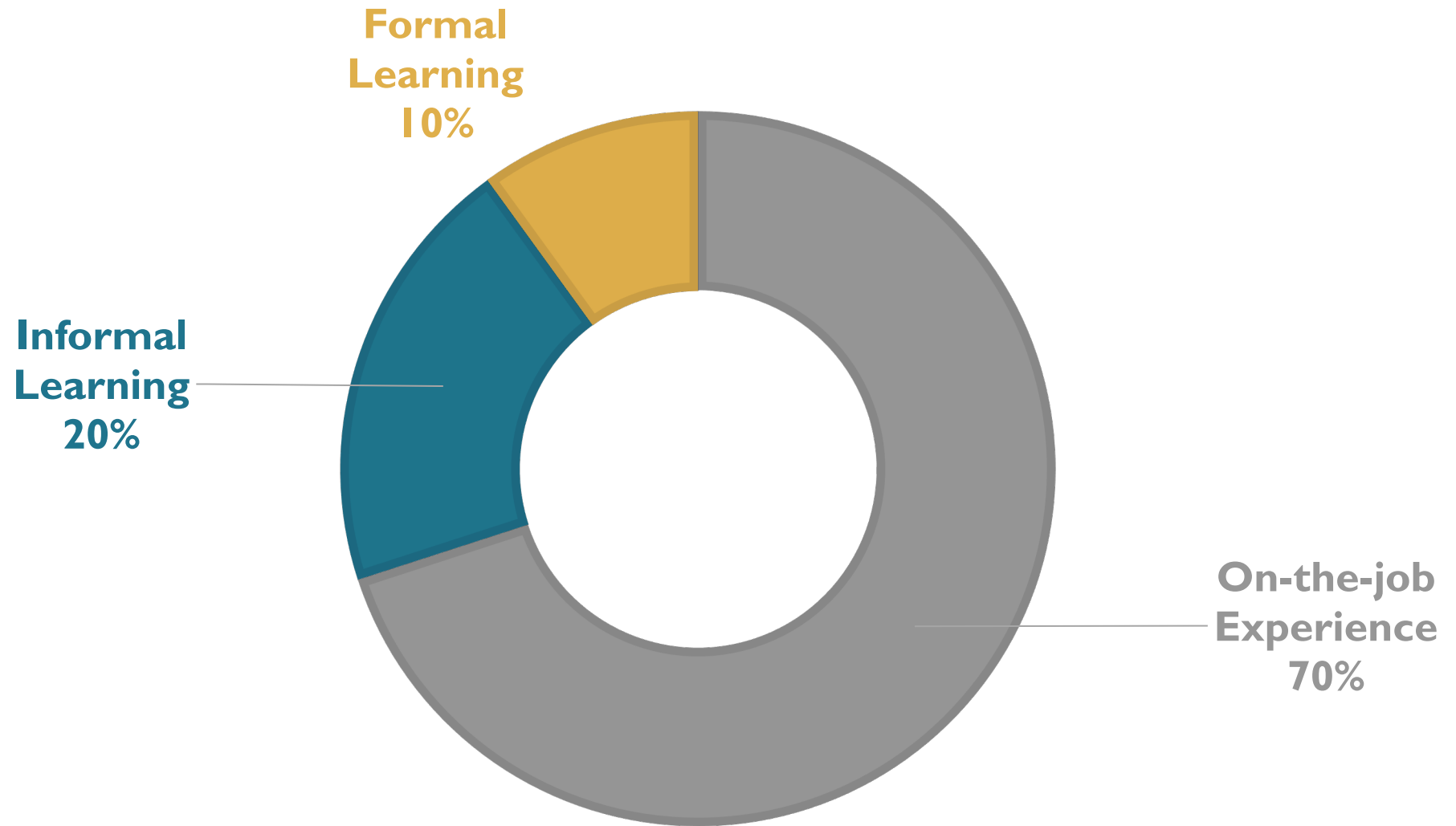


Leadership Development:

- ❖ Deepens your talent pool
- ❖ Creates stronger and more engaged teams
- ❖ Boosts morale & encourages retention
- ❖ Generates increased revenue

What else?

DEVELOPMENT COMES IN MANY FORMS



A top-down view of a wooden desk with various items: a laptop, a smartphone, a watch, keys, a small potted plant, a notebook, a pencil, and glasses.

The Virtual Leadership Development Landscape

VIRTUAL LEADERSHIP DEVELOPMENT IS A GROWING FIELD

❖ In 2018:

- Only 14% of all formal development programs were virtual
- 86% of organizations said they were using (or planned to use) virtual training in some capacity

- Training Magazine
Industry Report



BUT THE FOCUS IS ON TECHNICAL SKILLS

- ❖ Overall, online programs are favored for “hard skills” and compliance courses
- ❖ Interpersonal skills are still taught in-person


HOW HAS COVID CHANGED THE LANDSCAPE?



- ❖ Few in-person options for development
- ❖ Rapid adaptation to virtual work
- ❖ Leadership development remains a high priority

POLL

- ❖ Can people skills (i.e. “soft skills”) be taught effectively online?
- ❖ Have you ever participated in a virtual course that taught soft skills?

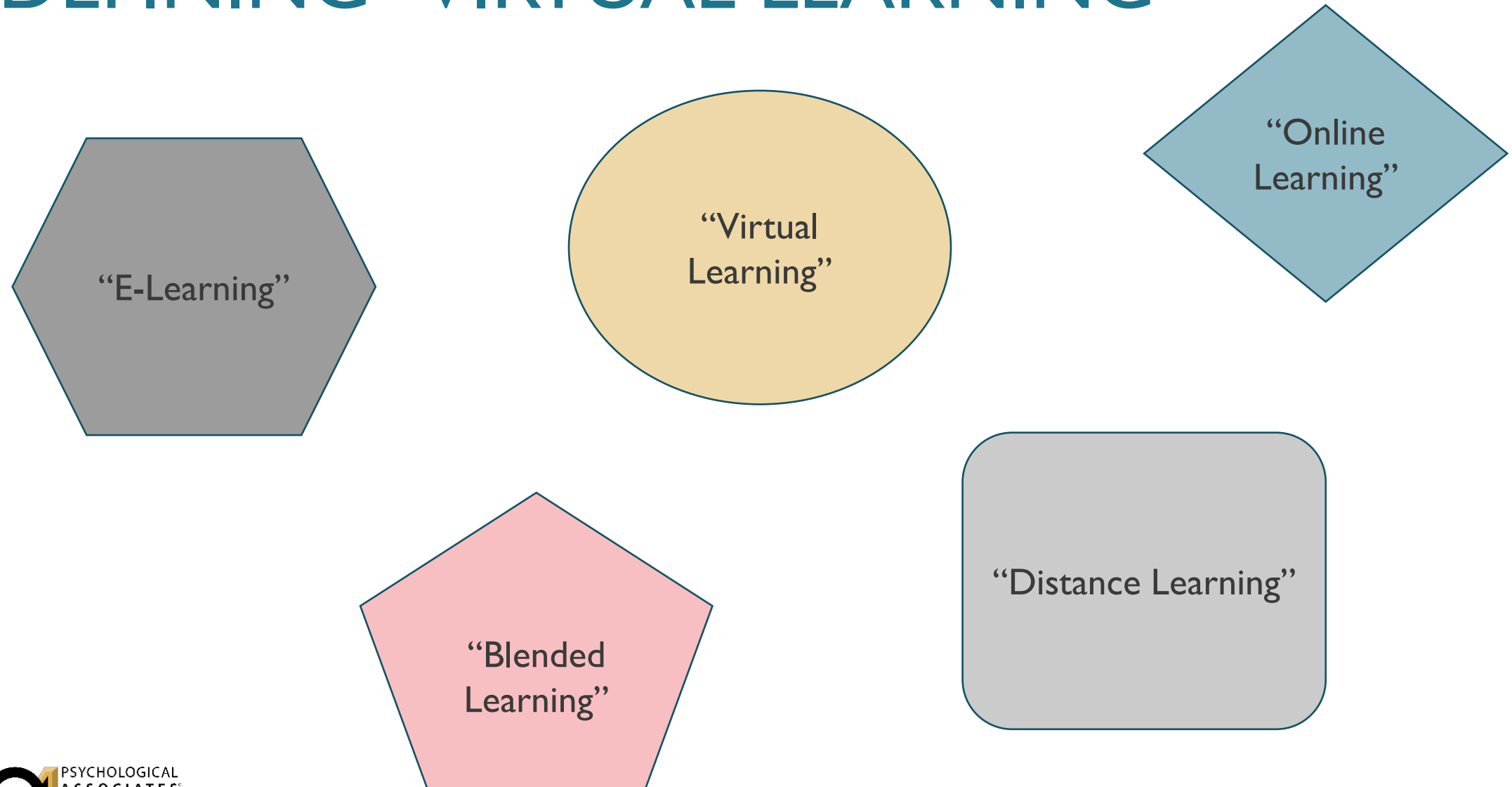


We want to hear from you!

A close-up photograph of a person's hand clicking a computer mouse. The mouse is black and silver, and its cord is visible. In the background, a laptop is open, and there are warm, out-of-focus lights creating a bokeh effect. A semi-transparent teal banner is overlaid across the middle of the image, containing white text.

What Makes Virtual Leadership Development Effective?

DEFINING “VIRTUAL LEARNING”



WHAT MAKES VIRTUAL LEADERSHIP DEVELOPMENT EFFECTIVE?



Designed with virtual engagement in mind



Focused on interactive content



Broken into “chunks” or modules

A man in profile, wearing a dark sweater, is looking at a laptop screen. The laptop is open on a desk, and the screen displays a Google Hangouts video call. On the screen, a woman with long dark hair is smiling and touching her hair. The background of the video call shows a room with a lamp and a framed picture. The browser's address bar shows a Google Hangouts URL. A teal banner with white text is overlaid on the bottom half of the image.

Can You Teach ‘Soft’ or People Skills Online?

PEOPLE SKILLS ARE PERSONAL

- ❖ Teaching people skills requires more than just accumulating knowledge — it's about changing behavior.
- ❖ Repeated practice (with others) is essential to any successful soft skills development program



NEW TECHNOLOGY BRINGS NEW POSSIBILITIES



- ❖ Going beyond Zoom break-out rooms
- ❖ Opportunities for peer review on submitted assignments
- ❖ Discussion threads for engagement with cohort and instructors

HOW DO WE INITIATE BEHAVIOR CHANGE?



A silver laptop is shown from a low angle, open and displaying a bright orange and yellow bokeh pattern on its screen. The background of the entire image is a soft-focus bokeh of white and yellow light circles. A dark teal horizontal band is positioned across the middle of the image, containing the main title and subtitle.

Our Approach: THE Q4 EDGE

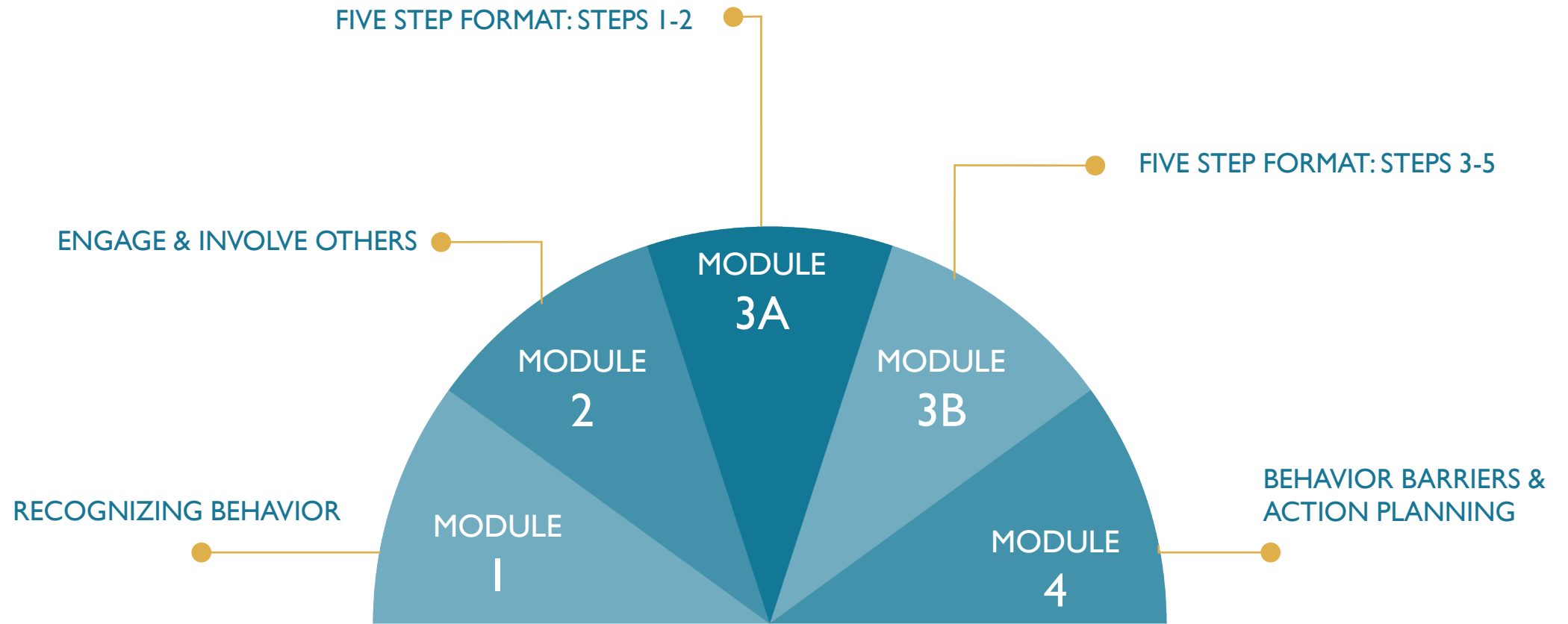
Virtual Development with Real-World Relevance

DIMENSIONAL[®] MODEL OF BEHAVIOR[™]



THE Q4 EDGE

1.5 – 3 HOURS / WEEK



THREE ELEMENTS OF EFFECTIVENESS

Learning Transfer

Quiz: Can You Identify the Behaviors?



Real-Life Focus: My Q4 Strategy

My Q4 Strategy: Real-Life Case (Group 1)

Begin Assignment



Small Group Practice

Introduce Real-Life Cases

External Link
Group Meeting



THE Q4 EDGE

Multiple Methods of Learning Transfer

Program Content

https://q4solutions.intrepidagile.com/class/the-q4-edge-webinar-copy/pages/syllabus/module-1

Q4 Edge Website PMBA PA

Match Behaviors to the Dimensional Model

Drag-and-drop the phrases below to the appropriate quadrant.

Responsive	Closed-Minded	Appeasing	Open	Cautious
Aggressive	Meandering	Task-Oriented	Guarded	Forces Ideas
Inquiring	Assertive	Compromises Quickly	Risk Averse	Seizes Control
Overly Agreeable	Demanding	Neutral	Aloof	Overly Friendly

Make Things Happen (Dominance)

Lack of Regard (Hostility)

Regard (Warmth)

Lets Things Happen (Submission)

Q1 Q2 Q3 Q4

0 Likes Bookmark

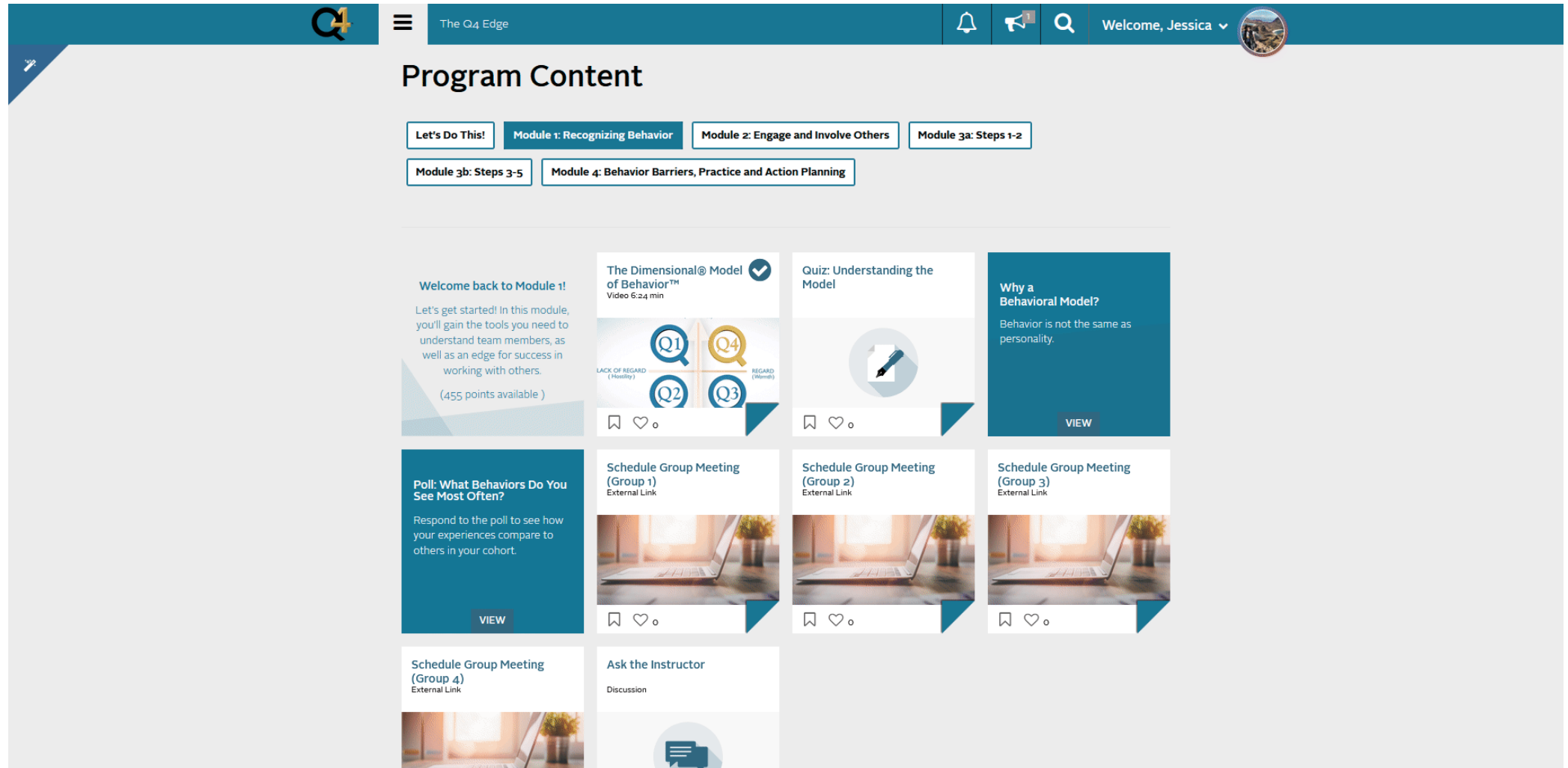
Related Content
5 Items

- Match Behaviors to the Dimensional Model
- Observation Form for Behavior Vignettes
- Behavior Vignettes
4:18 MIN
- Quiz: Can You Identify the Behaviors?
- You Can't Be Q4 All the Time, Right?

The learning platform is powered by Intrepid by VitalSource.
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THE Q4 EDGE

Multiple Methods of Learning Transfer



The screenshot displays the 'Program Content' page of 'The Q4 Edge' platform. The header is a dark teal bar with the 'Q4' logo, a menu icon, the text 'The Q4 Edge', a notification bell, a speech bubble icon with a '1', a search icon, and a user profile section for 'Welcome, Jessica' with a dropdown arrow and a circular profile picture.

Below the header, the 'Program Content' section features a row of module buttons: 'Let's Do This!', 'Module 1: Recognizing Behavior', 'Module 2: Engage and Involve Others', 'Module 3a: Steps 1-2', 'Module 3b: Steps 3-5', and 'Module 4: Behavior Barriers, Practice and Action Planning'.

The main content area is a grid of learning modules:

- Welcome back to Module 1!**: A text-based module with a description of the module's goals and a '(455 points available)' indicator.
- The Dimensional® Model of Behavior™**: A video module (6:24 min) featuring a diagram with four quadrants labeled Q1, Q2, Q3, and Q4, with 'LACK OF REGARD (Hasty)' and 'REGARD (Humble)'.
- Quiz: Understanding the Model**: A quiz module with a pencil icon.
- Why a Behavioral Model?**: A text-based module with the statement 'Behavior is not the same as personality.' and a 'VIEW' button.
- Poll: What Behaviors Do You See Most Often?**: A poll module with a description and a 'VIEW' button.
- Schedule Group Meeting (Group 1)**, **(Group 2)**, **(Group 3)**, and **(Group 4)**: Four identical modules, each with an 'External Link' and a background image of a laptop on a desk.
- Ask the Instructor**: A discussion module with a speech bubble icon.

THE Q4 EDGE

Real-Life Focus: My Q4 Strategy

My Q4 Strategy: Real-Life Case (Group 1)

Begin Assignment







Building Your Q4 Strategy

What is a "Q4 Strategy"?





GROUP ASSIGNMENT:
My Q4 Strategy: Motivation (Group 1)

Build Your Motivation Strategy for Your Real-Life Case

Now that you have considered which Q behaviors to expect and explored questioning techniques that work best with that behavior, you are ready to create a plan for building motivation.

Remember, the goal is to influence the outcome of your Real-Life Case. You want to do to what you can to create an effective interaction for both of you. Therefore, tapping into what truly motivates the Other Person will increase your likelihood of success. You are looking to create commitment, not just compliance — find out what's in it for them (WIIFT)!


 50 possible points





Browse 0 Assignments


Sort By Newest ▾ Show All ▾

Looks like you are the first to share your Assignment!

 0 Likes

 Bookmark

 Discussion

 Share My Thoughts

Related Content
7 Items

[Quiz: Motivation](#)

COHORT ASSIGNMENT:
Craft A Benefit Statement (Cohort)

GROUP ASSIGNMENT:
My Q4 Strategy: Motivation (Group 1)

GROUP ASSIGNMENT:
My Q4 Strategy: Motivation (Group 2)

GROUP ASSIGNMENT:
My Q4 Strategy: Motivation (Group 3)

GROUP ASSIGNMENT:
My Q4 Strategy: Motivation (Group 4)

THE Q4 EDGE

Real-Life Focus: My Q4 Strategy

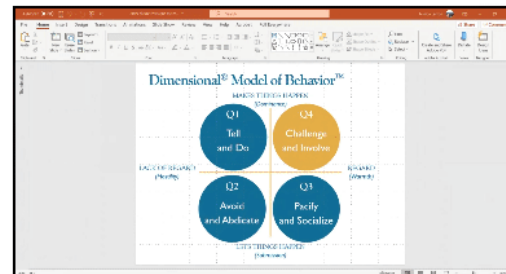
The screenshot displays the 'The Q4 Edge' web application interface. The top navigation bar is dark blue with the Q4 logo, a menu icon, the text 'The Q4 Edge', a notification bell, a speech bubble icon, a search icon, and a user profile section with the text 'Welcome, Jessica' and a circular profile picture. The main content area is titled 'Practice Steps 1-2' with a '1/10 | HIDE' indicator. It features a grid of interactive cards. The first card on the left is 'Overview of Skill Practice Activities' with a 'VIEW' button. The next three cards are 'My Q4 Strategy: Plan Steps 1-2 (Group 1)', 'Group 2', and 'Group 3', each with a 'Begin Assignment' button and a gear icon. Below these is 'My Q4 Strategy: Plan Steps 1-2 (Group 4)' with a 'Begin Assignment' button and a gear icon. To the right of the Group 4 card is a 'Briefing and Role Play Instructions (Steps 1-2) Document' card with a document icon and a download button. The bottom section contains three 'LEARNING PATH' cards for Groups 1, 2, and 3, each showing a progress indicator '0/4' and a row of four link icons. Each card includes instructions to use the links for practice role-plays.

THE Q4 EDGE

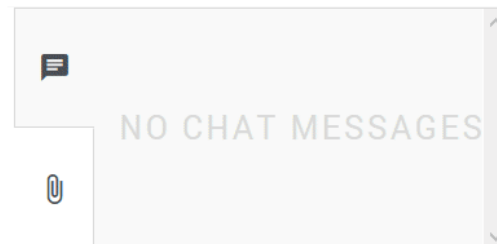
Small Group Practice

Q4 Edge

My Submission



A screenshot of a 'FIVE-STEP FORMAT ANALYSIS FORM'. The form contains several sections with text and checkboxes. At the bottom left of the form, there is a blue timer displaying '00:00:00'.



00:03 Q4 Learning
Good start!
10/15/2020, 12:34 PM

00:08 Q4 Learning
Good job starting the talk!
10/15/2020, 12:35 PM

00:08 Q4 Learning
Social and friendly but not overly so.
10/15/2020, 12:25 PM

00:10 Jessica Lefton
Good Step 1
10/15/2020, 12:02 PM

+ Comment...

CLOSING THOUGHTS

“Leadership and learning are indispensable to each other.”

- John F. Kennedy



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ANY QUESTIONS?

Thank you!