

THE Q4 EDGE

DIGITAL LEARNING LEADERSHIP DEVELOPMENT

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.

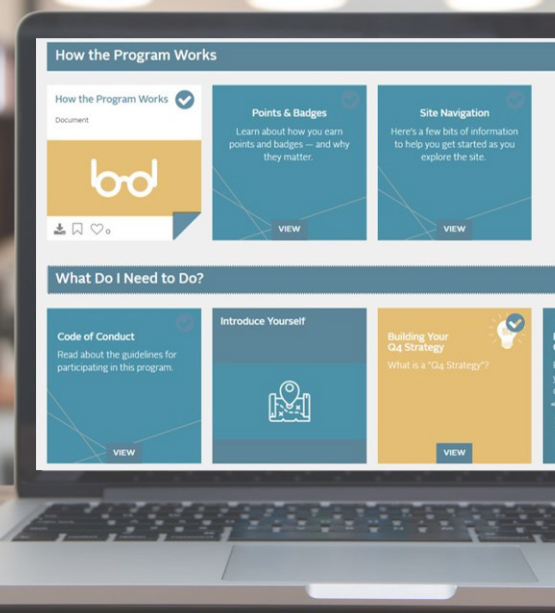
Our digital learning solution combines the accessibility of an online course with the powerful people skills, relevant practice, and insightful feedback that Psychological Associates is known for.

THE Q4 EDGE helps your leaders develop the skills they need to communicate effectively and generate results. Through a combination of small group work and self-study, leaders are given multiple opportunities to put learning into practice.

At the heart of this program is the Dimensional[®] Model of Behavior[™] — a leadership framework which has enabled thousands of leaders worldwide to achieve greater results through their people, and their own self-awareness.

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.

Learners 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
- ❖ Engage effectively in difficult conversations
- ❖ Manage challenging behavior
- ❖ Communicate clearly and effectively
- ❖ Build trust within your team

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 the Program Work?



ONLINE MODULES

- ❖ Learning modules are released in a cadence that makes sense for your organization.
- ❖ Content can be embedded in your organization's Learning Management System.
- ❖ Self-paced learning is combined with regular peer and instructor feedback for an engaging and personally relevant experience.



SMALL GROUP PRACTICE

- ❖ Interactive skills practice and feedback transform learning into action.
- ❖ Leaders practice the Q4 skills in practical simulations based on their real-world work environment.
- ❖ Leaders work in small groups using video conference software designed to maximize their learning experience.



REAL-WORLD IMPLEMENTATION

- ❖ Back at work, leaders apply their newly learned practical skills to real-world and remote workplace situations.
- ❖ Manager involvement supports and enhances personal development for leaders.
- ❖ Online course content will remain available to learners for four weeks following course completion.

About Psychological Associates

"I've learned a great deal through this course and the interactions with my team members."

-Participant

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

HOW CAN I SAMPLE THE PROGRAM?

Call Clay Hildebrand at 314-678-5604 to schedule a demo of The Q4 Edge for your organization.

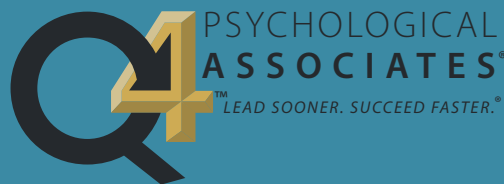
Dimensional® Model of Behavior™



Copyright © Psychological Associates® 2020

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