



# Q4 LEADERSHIP

THE PEOPLE SKILLS ADVANTAGE

WITH PSYCHOLOGICAL ASSOCIATES

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



When deciding where to invest in training and development for your senior leaders, you're likely looking for opportunities where you'll see a return on that investment. Q4 LEADERSHIP: THE PEOPLE SKILLS ADVANTAGE provides individual-level development that makes an organization-wide impact.

Q4 LEADERSHIP is Psychological Associates' next generation of leadership development.

Building upon the tools and strategies of our acclaimed LEADERSHIP THROUGH PEOPLE SKILLS®, it's an intensive experience utilizing real-world issues and situations to give your leaders the opportunity to learn and apply Q4 interpersonal skills — proven contributors to leadership success.

Your leaders will practice the influencing and people skills needed to engage and inspire others to achieve business success. And they'll learn a flexible framework for identifying and adapting effective leadership behaviors. Graduates leave the program with unique insight into how to leverage their strengths and where they can focus their development.

## What Happens in the Program?

Q4 LEADERSHIP helps your top talent improve team success by developing the Q4 skills they need to engage, involve, and influence others. The program focuses on effective peer interactions and managing up so that — with intensive practice and insightful feedback — leaders will see themselves as others see them. They'll become more effective leaders and coaches, discovering how to flex and adapt to work effectively with others.

Participants learn to identify different behavioral styles in themselves and those with whom they interact on a regular basis. This foundational knowledge helps leaders gain the Q4 skills and self-awareness essential for success.

At the core of the program is an interpersonal situation each participant brings to the session. This Real-Life Challenge produces highly credible and engaging learning that's self-customized and personally relevant, ensuring immediate application back on the job.

# Individual Benefits

Q4 LEADERSHIP is the gold standard of leadership development. Your senior leaders will improve their interpersonal skills to:

- \* Flex and adapt to work effectively with others
- \* Break down silos and contribute to synergistic teams
- \* Engage in productive debate to find solutions
- \* Build strong partnerships to influence outcomes
- \* Make difficult conversations easier and more productive
- \* Help create a work environment where others can perform their best

The fluidity of Q4 leadership tools makes them applicable to a variety of situations and roles — they're essential for leaders in any industry or work environment.

# Organizational Benefits



Q4 LEADERSHIP helps organizations in three key areas:

- \* **Retention**  
Providing your top performers with opportunities for development and improvement helps them feel valued and increases the likelihood of their retention.
- \* **Better & Quicker Decisions**  
Boost quality interactions and outcomes by increasing influencing abilities and decreasing interpersonal conflict.
- \* **Employee Engagement**  
Employees who report to leaders displaying Q4 skills are more likely to feel respected, valued, heard, and involved.

# About Psychological Associates

## Q4 LEADERSHIP FAQs

### WHO SHOULD ATTEND?

Senior Leaders ready to gain the Q4 skills and self-awareness essential for leadership success.

### WHERE CAN I LEARN MORE?

Visit [Q4Solutions.com/services/q4-leadership/](https://Q4Solutions.com/services/q4-leadership/)

For information about pricing, or to register for a public workshop, call or email Amanda Gipperich at 314-725-7771, [AGipperich@q4solutions.com](mailto:AGipperich@q4solutions.com) or visit [Q4Solutions.com/events/](https://Q4Solutions.com/events/)

### HOW DO I ENROLL?

To schedule an in-house program for your organization, call 314-725-7771. We also offer public sessions of Q4 LEADERSHIP in St. Louis, Missouri. Contact us to discuss the option that's right for your team.

## Dimensional® Model of Behavior™



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.



Boost quality  
Interactions and Outcomes  
with Q4 LEADERSHIP skills