

LEAD TO INSPIRE™ IS A GLOBAL APPROACH TO
LEADERSHIP FOCUSED ON PERFORMANCE, SAFETY
AND QUALITY



LEAD TO INSPIRE™

Welcome to the world of PSQI. We are a global provider of Leadership Training and we deliver uniform solutions, with a team of highly qualified trainers located in your region and with solutions in your language.

PSQI makes a difference in the way Leadership training is done. Through the knowledge and understanding about what daily leadership is all about, we deliver trainings that impact the way people do their job. We tie our trainings into the reality of the participants and address the issues they face daily, giving them not only the “what” but even more importantly, we give them the “how”.

As our name indicates, in all our trainings, we focus on the aspects of Performance, Safety and Quality.

We have listed Performance first because we believe that behavior translates into performance, also safety performance, quality performance and of course, productivity. Without the word performance, no company would be able to survive, and within that framework, we ask the participants to include the critical aspects of their job!

Safety Leadership means different things to different people, but working safe should be a vital part of all leadership. Safety in one industry does not necessarily mean the same in another. We interpret safety as to where there is a risk involved, whether it is to humans, environment or financial wellbeing. For us it means to motivate people to do their job right. Quality we define much the same way as safety. It relates to the processes inside the company and to the degree, we follow these and control our output.

Very often, these three dimensions of leadership are dealt with individually. We believe that in order to create leaders who can inspire and motivate people to do the job right on all aspects, it has to be dealt with inside that same framework, called Leadership. In all the training-materials, discussions and exercises, we therefore link to these factors and tie the same methods, tools and techniques into one set of behaviors that can get people to do the job right!

*Anders Piper
Founder of
PSQI M.Sc.
Psychology*



"It is time to start looking at leadership from a holistic approach."

Performance, safety and quality isn't done by three different individuals - but is done by the individual employee who is inspired and motivated to do the job right"



LEAD TO INSPIRE SELF™

In workplaces around the world, we see increased demands on employees to perform and often so, with less and less resources in shorter amounts of time. This trend is perhaps one of the main reasons why we also see so many more employees at all levels who have stress or at least clear signs of stress.

The demand for more with less, also means that the leaders of the organization have less time to lead while the environment they lead in becomes more and more complex with more and more requirements and information that they have to deal with.

In this increasingly demanding climate, there is a need for more self-leadership at all levels. Even where culture may traditionally prescribe less self-leadership there is a clear trend of employees being expected to perform more on their own, and taking responsibility for their own actions in terms of safety and quality without losing the focus on performance.

Traditionally self-leadership has focused on the workers and not so much on the managers and there seems to be a belief that managers automatically do self-leadership themselves. Yet, when we look at what self-leadership means, there are clear indicators that if managers and employees were properly trained and empowered to do so, they could achieve a lot more. In other words, by starting out making sure the managers

of the organization are self-leaders, we can then create role models for the rest of the organization and build a culture that supports this kind of behavior, to the benefit of the individual and the organization!

Having people who are self-leaders allows the Organization to

- Create a stimulating and motivating work environment
- Reduce stress and fatigue
- Inoculate against human factors that can harm safety, quality and performance
- Develop flexible mindsets that can contribute to innovation and development
- Retain employees and reduce absence
- Build Performance without losing sight of Safety and Quality.



Self-leadership is by many taken for granted, but reality is that self-leadership is developed in people only if they are trained and empowered to do so!

Lead To Inspire Self is the workshop that will support that process. Based on scientific- ally proven theories and methods this three-day workshop, will teach the participants how to

- Understand own personality in relationship to performance, safety and quality
- Motivate themselves to performance, safety and quality
- Gauge own level of motivation
- Understand own perception and filters
- Speak Up to the leaders above them
- Challenge themselves to continued growth and development
- Teach their direct reports how to become self-leaders

PSQ International believes in interactive sessions, where participant engagement and activity is key to success. This means the workshop is experience based and that the participants will build real skills that lasts!

The workshop is designed to fit leaders at all levels in the organization who want to achieve more themselves and in the people they lead, but it can also be attended with great success by people who are about to become leaders or who have a role where self-leadership is important!



Human Factors addressed:

- *Fatigue*
- *Stress*
- *Perception*
- *Boredom*
- *Absent mind*
- *To see or not to see*
- *Individuals do not speak up*
- *Conformity*
- *Hierarchy*
- *Selective seeing & hearing*
- *Tunnel Vision,*
- *Locked in perspective (Conforming to own beliefs)*
- *To whom do we have to answer*
- *Unclear communication*



LEAD TO INSPIRE INDIVIDUALS™

Generating performance is for many leaders the biggest daily task of them all. Organizational, employee, authority and customer demands and requirements to quality and safety and risk management are forever increasing.

With these growing demands comes increased pressure on the leader to be able to cope with expectations. More must happen sooner and if it does not, people become demotivated and start to deviate in their performance, in their safety behavior and the quality of their work.

For today's leader it is therefore crucial that they understand how to keep their employees motivated to do the job right. Much of doing the job right has to do with having the right competencies to solve the task, but also understanding that there is a difference in what motivates the individual and how the individual should be treated.

The demand for real leadership is growing. Title means less and less. Without motivation and real trust from the employees, the manager will be the manager and not the leader. The real leader inspires the employees to do their best and create the desired results in a safe and qualitative way.

Having leaders who can inspire and generate motivation in the employees to do the job right allows the Organization to

- Meet their objectives in regards to performance and safety/quality standards
- Increase employee satisfaction
- Increase productivity
- Increase retention
- Decrease absence and sick leave
- Utilize their resources better
- Minimize waste of human resources
- Work more efficiently



Leadership is about inspiring people to do the job right. It is about motivating people to performance, safety and quality for optimal results!

Lead To Inspire Individuals is the workshop that supports that process. Based on scientifically proven theories and methods this three-day workshop, will teach the participants how to:

- Build and evaluate competence
- Do Balanced Leadership™
- Become a visible and engaged Leader
- Create accountability through follow up & feedback
- Work with Generative Questioning™ to increase the quality of the communication
- Convey communication in both directions
- Earn trust

PSQ International believes in interactive sessions, where participant engagement and activity is key to success. This means the workshop is experience based and that the participants will build real skills that lasts!

The workshop is designed to fit leaders and project managers at all levels in the organization who want to achieve more in the people they lead, and it can also be attended with great success by people who are about to become leaders!

Human Factors addressees:

- Stress
- Perception
- Competence
- Absent mind
- Individuals do not speak up
- Conformity
- Hierarchy
- Decision making
- To whom do we have to answer
- Unclear communication
- Control (Real or make believe)
- Normalization



LEAD TO INSPIRE TEAMS™

Leading a team of people requires other skills than those needed to lead an individual! In a team group dynamics, conformity and groupthink are common factors that can prevent the team from succeeding.

Group dynamics are powerful mechanisms that can promote excellence or create disasters. It is the job of the team-leader to work with these natural forces and channel the team's efforts and energy towards the objectives of the team and the organization.

If the team is inspired to work together towards common purposes and objectives, a team can be very successful. On the other hand, if mismanaged, the group dynamics can also be very harmful to performance, safety and quality. The human factors at stake in the team are not to be underestimated. These make the difference in the outcomes on performance, safety and quality.

Daily tasks, such as meetings (team-meetings, toolbox talks etc.) and decision-making can be done in much more engaging and involving ways that can produce ownership and accountability if done the right way. Successful team-leaders can build teams that support, develop and challenge each other to behaviors that can create sustainable performance, safety and quality. Having team-leaders who can inspire and motivate the team to work together with productive processes allows the Organization to have

- Effective high performance teams
- Teams that continuously focuses on the safety and quality of their work
- Processes that can support the flow of communication
- Effective ways of utilizing team resources
- A more productive work environment
- Productive meeting practices
- Higher employee satisfaction
- Best practice generation



A team consists of two or more people. Teamwork means working together and utilizing the resources to achieve the common objectives.

Lead To Inspire Teams is the workshop that will support that process. Based on scientifically proven theories and methods this three-day workshop, will teach the participants how to

- Create team spirit
- Utilize the team's resources
- Manage group dynamics
- Make good decisions
- Run effective meetings
- Deal with conflicts
- Secure learnings

PSQ International believes in interactive sessions, where participant engagement and activity is key to success. This means the workshop is experience based and that the participants will build real skills that lasts!

The workshop is designed to fit leaders and project managers at all levels in the organization who want to have more success with the teams they lead!

Human Factors addressed:

- *Stress*
- *Perception*
- *Boredom*
- *Competence*
- *To see or not to see*
- *Individuals do not speak up*
- *Conformity*
- *Hierarchy*
- *Groupthink*
- *Decision making*
- *To whom do we have to answer*
- *Consensus decision making*



LEAD TO INSPIRE TRANSFORMATION™

Transformation is the process of change and when we challenge people to transform, we very often meet with resistance. The natural fear of the unknown, that governs a lot of human behavior, is a major obstacle to the continued development of the organization.

Traditionally talk about Change Management or Transformation is focused on the process and not so much on the people, it will affect and who they are. Perhaps that is one of the reasons why so many mergers and acquisitions go wrong or do not end up with the expected results.

Whether the transformation is related to processes, products, safety or quality does not matter. We need to understand the human nature involved in the process of change and we need to see the changes from their perspective to fully understand their position on the change.

Often change management is driven by people who embrace change and then the uncertainties and the reluctance to change by the people of the organization is considered obstinate.

Lead To Inspire Transformation is a unique workshop that will teach the participants to develop transformations aligned with the organization and to better understand the people who are the target group of their intended change. With the knowledge and the understanding of this, we can then shape the communication to address their needs and preferences, thus creating a bigger buy in on the change we want to implement.

Having leaders who can inspire, involve and motivate the employees to transformation allows the Organization to

- Continue their quest for process and product development
- Embrace and absorb the changing environment we live in
- Have a workforce engaged in its development
- Make adjustments at all levels when necessary
- Implement learnings throughout the organization
- Become resilient



Transformation is a process that influences the way we work and behave.

By understanding the human nature and the mind-sets of the people involved, we can create more appealing changes .

Aligning these changes with the organization in which they have to function and involving the people affected, we can generate buy-in and embracement!

Lead To Inspire Transformation is the workshop that will support that process. Based on proven methods this three-day workshop, will teach the participants how to

- Create process improvement with flexible mind-set and organizational alignment
- Understand the target groups of the transformation and their needs
- Create powerful value proportions
- Inspire to change and development
- Communicate across levels for impact
- Build role models and transformation ambassadors
- Generate the Learning Organization from inside

PSQ International believes in interactive sessions, where participant engagement and activity is key to success. This means the workshop is experience based and that the participants will build real skills that lasts!

The workshop is designed to fit leaders and project managers at all levels in the organization who want their people to embrace change and development more easily! The class will be tailored to deal with operational or strategic issues depending of scope of transformations dealt with.



Human Factors addressed:

- Perception
- Competence
- Individuals do not speak up
- Conformity
- Groupthink
- Selective seeing & hearing
- Tunnel Vision,
- Locked in perspective (Conforming to own beliefs)
- To whom do we have to answer
- Unclear communication
- Control (Real or make believe)
- Management Walk around (What do they really check)
- Performance Reward systems
- Commercial vs Safety risks
- Swiss Cheese



LEAD TO INSPIRE DEVELOPMENT PROGRAM™

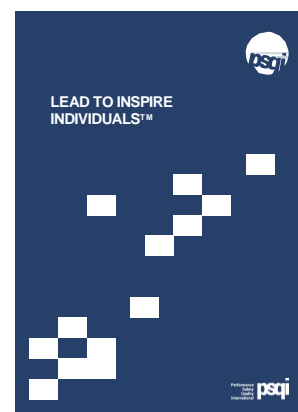
The Lead To Inspire™ series of trainings can all be taken as stand-alone trainings to fit into your existing training portfolio. If you wish to maximize the outcomes, we can recommend using all four trainings in a modular fashion, that allows you to measure, pre and post, so that you can track the development of your participants.

It is also possible to tie coaching of the individual participant into the process. Using 360 Degree tools and the Reiss Motivation Profile (or tailored with the companies own preferred personality profile), our experienced staff of trainers and coaches can help the leader implement, develop and excel in his or hers leadership.

PSQI also offers internal Coaching Certification programs, allowing internal coaching and support to the process.

Contact your local representative to discuss best way forward for you!

Optional
360 Degree
pre-
assessment
on
mindset



Starting
date

1-2
months

3-5
months



Optional
360 Degree
post-
assessment
on mindset
and behaviors

WITH COACHING AND SUPPORT PSQI CAN HELP YOU IMPLEMENT THE TRAININGS AND CREATE MAXIMUM

5-8
months

7-11
months

8 months to one
year





LEAD TO INSPIRE™

