



## Discover Your Greatness. Hire and Inspire Your Dream Team.

Business Leadership Coaching | Talent Optimization | Diversity, Equity, Inclusion | Mental Fitness

PIQue Coaching and Strategy Group activates powerful and proven coaching with balanced data-driven tools that transform organizational cultures, brand experience, leadership, and team performance.

**PIQue Coaching and Strategy Group** offers a genuinely innovative custom approach to personal and professional development for leaders committed to growing high-performance teams.

Curating a custom blend of Talent Optimization, Mental Fitness, DEI, and Coaching Programs creates long-term and sustainable results for businesses. Our unique approach takes the guesswork out of hiring, designing, and inspiring teams.

Our diverse team is anchored in Diversity, Equity, and Inclusion values and tenants.

### PIQue Coaches are:

- Certified Coaches by the International Coaching Federation and Co-Active® Coaches
- Certified Predictive Index consultants, the world's leading talent optimization solution
- Mental Fitness coaches, building powerful habits for a positive mind



## Leadership Coaching

PIQue uses a blend of different modalities to meet our coaching clients where they are or to meet what is called for in the moment to meet their chosen objectives.

Coaching is a non-biased partnering with clients in a thought-provoking and creative process that inspires maximizing their personal and professional potential. The client is the expert in their life. The coach will help create an environment that will:

- Discover and clarify what the client wants to achieve
- Focus on client-generated solutions and strategies
- Hold the client responsible and accountable

### Coaching

Individual coaching sessions with extreme focus on the high-performing individual and based in the Co-Active Model®. These sessions are by phone or over ZOOM. In-person sessions are possible and fees will reflect this. A minimum of six months, meeting twice month, is the recommended structure to get the most of the experience and to begin to establish the “stickiness” that all clients seek.

#### Add-ons may include:

- Continued coaching term for ensured support and longevity
- Half-day, full-day, two day workshops for small groups
- Retreats

### A Year of You

A comprehensive coaching program that begins with the core work of a more profound discovery experience, Mental Fitness, and twice monthly private coaching sessions. Intense focus is paid to the client’s transformation, goals, and agenda.

This program culminates in a unique weekend’s retreat that further cements a client’s learning or experience. In addition, clients get individual access to their coach in-between sessions for check-ins and support.

*Offered by Dan Weil, CPCC.*

## Mental Fitness Team Workshop (Three Hours)

### Build Powerful Habits for a Positive Mind

Most attempts at positive change fail because we stop at insight and don't build habits. Sustained change towards a more positive mind requires laying down neural pathways to form new habits through consistent daily practice. That's what our program design empowers you to do. Created specifically for teams and larger groups, the PIQue Mental Fitness Workshop is designed to introduce you to Lifelong applications which help make sustainable change that will impact your performance, peace of mind/wellness, and relationships.

Mental Fitness is defined as your capacity to respond to life's challenges with a positive rather than a negative mindset.

#### In this interactive and experiential workshop, you will:

- Understand the science and research behind Positive Intelligence and the breakthroughs in Mental Fitness.
- Identify the 10 saboteur (fear-based) voices in your head and the impact those voices have in our lives.
- Learn how to grow the three core mental muscles needed to thrive in challenging times and minimize those voices.
- Learn the difference between the motivation of negative and positive emotions.
- Set the foundation for understanding how these core muscles impact performance, peace of mind/wellness, and relationships.
- Learn how to intercept these voices and shift their neuro pathways to clear laser-focused thinking.
- Learn the basic principles of an easy-to-use operating system for reducing negative thoughts (saboteur) and replacing them with positive thoughts (sage) and creating sustainable change.
- Understand how natural behavior drives impact negative voices and narratives.

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## PIQue BASIC/Mental Fitness Boot Camp

That's what our PIQue Basic program empowers you to do —  
created specifically for teams and individual leaders

PIQue's Mental Fitness Boot Camp is designed to introduce you to lifelong applications which help reduce stress, anxiety, self-doubt, frustration, restlessness, and unhappiness. Improve your performance, peace of mind, wellness, and relationships. The PIQue Basic Mental Fitness program is 7 weeks, PLUS 3 individual coaching sessions.

We integrate Shirzad Chamine's powerful POSITIVE INTELLIGENCE® Mental Fitness program in weekly coach-facilitated interactive sessions starting on your launch date.

#### PIQue Mental Fitness Program

- 7 Program Focused Weeks
- Saboteur Assessment
- 7 Weekly Pod Meetings with your Mental Fitness Coach
- 3 Private 1:1 Coaching Sessions
- Access to PIQue's Mental Fitness Alumni Groups
- Options to Continue and Deepen Your Learning

#### Exclusive App Based Digital Learning

The POSITIVE INTELLIGENCE® (PQ) App provides access to:

- Shirzad Chamine's NY Times Best Selling book: Positive Intelligence
- Guided PQ Mental Fitness Exercises with Shirzad Chamine
- PQ Gym Stats
- Connection to the PQ Community and your Pod's forums

## PIQue Executive

Combine the Power of Predictive Index with Mental Fitness

Build Powerful Habits for a Positive Mind with Increased Understanding of your Natural Drives, Motivations and Behaviors

Build Powerful Habits for a Positive Mind with an Increased understanding of your Natural Drives, Motivations, and Behaviors.

The Mental Fitness Boot camp of the PIQue Basic package powers them. The PIQue Executive package is designed for leaders and executives to build and enhance their leadership skills. Using the foundation of Mental Fitness, we work together to define your natural strengths better and minimize caution areas by combining data from the Predictive Index with the neuroscience of Mental Fitness to increase performance and build a more substantial leadership presence.

The PIQue Executive Program includes:

- PIQue Basic/Mental Fitness Boot camp
- Predictive Index Behavior Assessment
- 10 hours 1:1 Coaching Sessions
- Goal Setting/Accountability
- Close out Session

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## PIQUE EXECUTIVE+

### Leadership Coaching with an Extra Edge

Building on the PIQue Executive Package. The Executive+ program is curated for leaders who want to transform their leadership style and presence and commit to that work through feedback, accountability, and alignment with key organizational stakeholders.

The PIQue Executive+ program includes all of the elements of the PIQue Basic and Executive Package plus:

- 15 total hours of 1:1 Coaching Sessions
- 360 Feedback (up to 8 colleagues and peers)
- Stakeholder Goal Alignment

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## PIQue Bulk Coaching Package

The PIQue Bulk Coaching Package is the right solution for the company that wants to provide coaching across the organization.

The PIQue Bulk Coaching package can be combined with the PIQue Basic package for teams or as a standalone. We recommend all participants who enroll as part of the Bulk Coaching Package commit to a minimum of seven (7) 1:1 Coaching Sessions.

Bulk Coaching packages available:

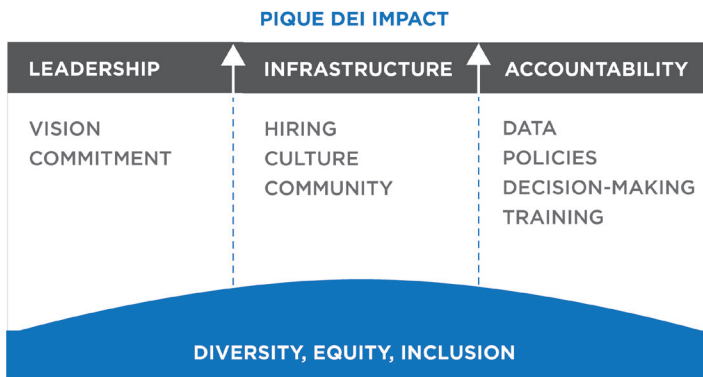
- **100** Hours 1:1 Coaching Sessions
- **150** Hours 1:1 Coaching Sessions
- **200** Hours 1:1 Coaching Sessions

## PIQue Diversity, Equity and Inclusion

Diversity, Equity, Inclusion (DEI) is complex, and every organization’s journey is unique.

PIQue activates the shift in organizational culture, talent diversity, and safe inclusive environments by helping you define your DEI goals and strategies as an organization.

Our model builds on three areas of focus: Leadership, Infrastructure, and Accountability that create real DEI impact. Our overall goal is to align your DEI strategies with your business strategies.



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PIQue uses a variety of tools to assess where your organization is today on your DEI journey. We can identify potential areas of growth and opportunity and begin building a strategic DEI action plan that will enhance your organization’s culture, attract talent, increase performance, and improve business outcomes.

*Our team is a diverse team that is anchored in Diversity, Equity and Inclusion values and tenants.*

### Assessments

- Workplace Culture Assessment
- DEI Strategic Planning Analysis
- Intercultural Development Inventory (IDI)

### Workshops & Trainings

- Build Your Personalized DEI Development Plan
- Diversity, Equity, and Inclusion – The Basics and Beyond
- Interrupting Bias – Building Authentic Relationships Across Differences
- How We Identify – Pronouns and Beyond
- How to Have Brave DEI Conversations
- Excelling in the Multigenerational Workplace
- Be Fearless! Enhance your Workplace Culture
- DEI Agent of Change: Allyship and Advocacy

## The Team



### Ron Garfield

(He/Him)

- Originally an entertainment executive
- Certified coach through the International Coaching Federation (PCC) and Co-Active Training Institute (CPCC)
- PQ COACH™ through POSITIVE INTELLIGENCE®
- Certified Predictive Index Partner and Talent Optimization Consultant
- 25+ years senior executive experience and consultant
- Passionate about people going through transition, both personally and professionally, people in recovery and guiding people to be more present for themselves and others
- Member ICF



### Stefanie Siebold

(She/Her)

- Originally a workforce development director
- Certified coach through the International Coaching Federation (ACC) and Coach Training Alliance (ACTP)
- Certified Predictive Index Talent Optimization Consultant
- PQ COACH™ through POSITIVE INTELLIGENCE®
- Executive certification in Diversity and Inclusion from Cornell University
- BA in Leadership and Organizational Development and MA in Public Administration
- 25+ years of experience managing and leading teams
- Passionate about workforce diversity and creating safe and inclusive environments where everyone can thrive
- Member ICF



### Daniel Weil

(He/Him)

- Originally a Creative Director, Graphic Designer, Web Designer and part-time writer
- Certified Professional Co-Active® Coach (CPCC) through the Co-Active Training Institute
- Certified Predictive Index Talent Optimization Consultant
- PQ COACH™ through POSITIVE INTELLIGENCE®
- International Coach Federation Member
- 25+ years of experience managing creative and leadership teams
- Passionate about CoActive® Coaching, nature informed leadership, mastery of being present and connected, and diversity, equity, inclusion and belonging in our culture
- Member ICF / ICFLA