



QuestAir Technologies

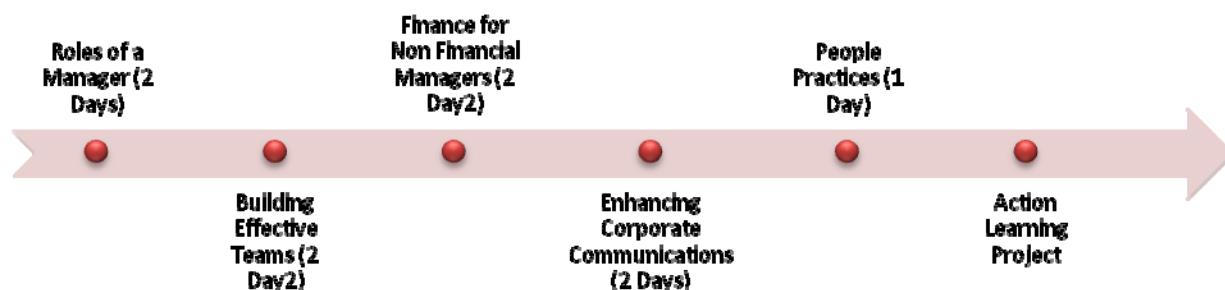
The QuestAir Leadership program is a learning program addressing key professional development needs for 20 employees from varying ranks and backgrounds within QuestAir. As members of the group are at differing stages of career growth it is vitally important for this program to balance the needs of high potential employees eager to learn, with components challenging enough to foster growth in those who are experienced company stakeholders.

It is also essential that the sales and engineering teams further understand each other's role in QuestAir and that these employees closely interact with and share knowledge across organizational boundaries. As such the program below is comprised of four 2-day learning modules and an action learning project that will precipitate cross-organizational understanding by addressing topics including Roles of a Manager, Finance for Non-Financial Managers, Enhancing Corporate Communications, and Building Effective Teams.

Throughout the modules QuestAir employees work with one another in teams to complete an action learning project based on real time QuestAir issues. As a conclusion to the program, these action learning projects will be presented to and evaluated in conjunction with the company's Sr. Executive.

QuestAir Leadership Program

Below is an illustration of the program.





Course Descriptions

Roles of a Manager

Participants will be provided an opportunity to develop and improve their managerial competencies for effectively leading organizations. The course explores concepts and theories regarding the multiple roles managers play in their organizations- innovator, broker, producer, director, coordinator, monitor, facilitator, and mentor.

The major goal of the course is to assist participants in developing and balancing critical management competencies at the individual, interpersonal, team, and organizational level.

Finance for Non-Financial Managers

The goal of the Finance for Non-Financial Managers course is to increase the capacity of QuestAir Managers to communicate persuasive perspectives on basic finance and accounting issues as a result of their familiarity with finance and accounting terminology, concepts and measurement techniques.

Building Effective Teams

The objective of this workshop is to provide participants with a set of practical tools that will help them work both with and on teams. Whether they are a team leader or member of a team, participants will gain insights and skills they can apply, that will help enhance the overall effectiveness of the team.

Participants will build awareness and appreciation for the value and importance of effective and fair process. Strong emphasis will be placed on self awareness, building participants understanding of how their actions impact the teams they lead and the teams of which they are a part.

People Practices

This course concept is an opportunity for QuestAir HR to bring critical people practice information to managers in an engaging and interactive format. It is also a good opportunity for HR team members to develop their own skills as trainers and content area specialists. LSG has worked with QuestAir HR to design, build, and prepare for this course, internal resources continue to modify and deliver over time. Participants will understand how QuestAir's internal people practice processes work.

Enhancing Corporate Communications

Managers and leaders are frequently required to 'perform' in a public setting. These 'settings' include everything from one to one networking opportunities to meetings with colleagues or clients, as well as impromptu and more formal speeches and presentations. In all these settings, a credible and convincing performance must be delivered. Yet many people experience anxiety and discomfort around this crucial aspect and reality of managerial practice. How you perform in public will either enhance or diminish your

image. In this highly experiential workshop, you will study how perception is created, and practice the skills involved to shape positive opinions and responses to your public performance, regardless of the setting.