

Scope of Work

The Shadowmatch USA Leadership Development program is composed of four 2-hour sessions over a period of one calendar year. A Professional Development Plan is to be completed with a mentor between the second and fourth session. The Shadowmatch program is an opportunity for individuals to leverage behavioral analysis to build self-awareness and effectiveness when working as part of a team.

Program Goals

- Raise self-awareness for participants of individual strengths and opportunities for growth
- Outline the shared strengths and possible opportunities for the group
- Identification of an individual's "blind spots" as they relate to habits and behaviors

Session I – Introduction to Shadowmatch and Individual Habits and Behaviors

- All participants complete the Shadowmatch assessment prior to the first group session
- Participants receive a 13-page report giving detailed data about their individual habits
- Group Session
 - Review of individual habits and behaviors
 - Discussion of how our individual habits contribute to success in the workplace
 - Between session assignments

Session 2 – How Development Happens

- Participants gain an understanding of how he/she best learns and develops
- Participants choose a developmental goal for the next 6 months

Session III – How Teams Function

- In this team-building session the collective data of the team is prepared and presented in the context of how high performing teams function.
- Each person gains an understanding of what he/she contributes when working in teams.
- Diversity in teams and team sub-groups are also discussed.

Session IV

- Final content of session IV will be decided upon after the end of Session III. The content will be determined by participants' interests and needs.