



# LEADERSHIP DEVELOPMENT

February 2023 HR In-Brief

## Leadership Development: You Reap What You Sow

*By Ashli Komaryk, MBA, COC, ACC  
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"Each new addition to your leadership team represents a significant investment. It's a bit like gardening, actually. When you add a new plant to your garden you need to water it, make sure it has enough light, and maybe even add some supplemental nutrients or fertilizer for it to thrive.

Leadership Development is a highly effective nutrient to keep your new hire growing, blossoming, and evermore engaged."

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### *About Ashli*

Ashli is a bi-lingual, Certified Organizational Coach (COC-UBC), and International Coaching Federation credentialed Associate Certified Coach (ACC). She is also a certified trainer, international conference presenter, and holds an MBA.

As a coach and trainer, Ashli brings an open-minded, relatable and collaborative approach to partnering with our clients, supporting them wholeheartedly in pursuit of their goals.

Ashli delivers Chemistry Consulting Group's new Leadership Development service. [Click here](#) to learn more!

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## Flat Structures, Empathic Leadership and Autonomous Staff: Work in the Post-Pandemic Era



### PeopleTalk

"NGS Global investigated the long-term impacts of the pandemic on organizational structures and leadership styles. More than three years since the start of COVID, there has been a significant and lasting impact across almost all businesses. We asked them to take a long-term, big-picture, strategic view of where the organizations they lead are at."

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## Autonomy in the workplace: Are you holding back your top talent?



### Human Resources Director (Canada)

"Autonomy will be key in navigating the workplace of 2023, with more and more employees **craving flexibility and compassionate leadership** from their organizations ... Autonomy and mastery in workplaces helps address an **important psychological need for employees** – one which could help them achieve personal success and entice them to stay with you for even longer."

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## Seven Ways Business Owners Can Create A Strong Leadership Team



### Forbes

"Every business needs strong leadership to **survive and grow**. As a small-business owner, you may start out being the sole leader, but as your company evolves, you'll likely need to hire additional managers as you delegate oversight of the day-to-day operations."

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# UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

## JANUARY 2023

The national unemployment rate held steady at 5.0%

The unemployment raised to **4.4% in BC** & **6% in AB** and decreased to **5.2% in ON**

There were gains across wholesale and retail trade & educational services industries

Average hourly wages rose 4.5% (+\$1.42 to **\$33.01**) on a year-over-year basis in January

### Unemployment Rate Across Top Canadian Cities

Vancouver, BC	4.6
Victoria, BC	3.3
Kelowna, BC	4.0
Calgary, AB	6.6
Toronto, ON	6.0

The Daily Labour Force Survey, January 2023

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