



We are all life-long learners; taking in new information and using it to further develop ourselves and how we interact with the world around us. In the workplace and particularly when leading others, there is a myriad of things to discover and ways to take our skills and abilities to the next level both professionally and personally. As we wind down from a year of turbulent change and transformation, there is no better time than now to rest, recalibrate, and recharge as we look to further develop ourselves and our teams in 2021.

In this issue of HR In-Brief, we provide you with new insights and resources to help in planning your next leadership retreat or learning and development strategy for your teams.

We wish you and your loved ones a happy and healthy holiday season, from all of us at Chemistry!

- Kim Osborne, *Partner*, Chemistry Consulting Group

FEATURED BLOG

The New Leadership Dance Involves A Lot of Pivoting



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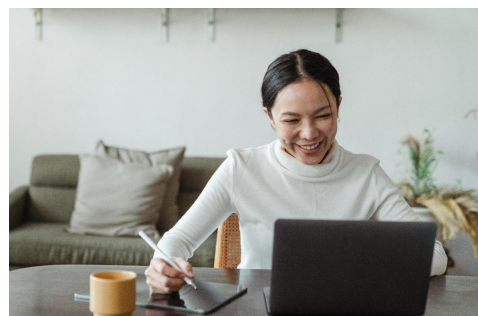
By Debra Walker, *Associate HR Consultant*, Chemistry Consulting Group

"As we approach the end of this remarkable calendar year, there are concepts that illustrate the milestones of this period of history. We each have had to personally bob and weave as every corner of our lives has been touched, with our workplaces being key steps in that dance of change. As we lock down, reopen, lock down again, adjust, and adapt, leaders of organizations are being put to the test in ways not widely imagined a few short months ago."

How To Run A Virtual Team Retreat

by [Forbes](#)

"At the heart of any great retreat is a clear intention and a well thought out agenda. The first step in designing the agenda is to set the intention or goal in which the event will be built around. For example, "The intention for this retreat is to have fun, reflect on how things have been going, and plan for months ahead." With the intention set, it is time to start



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Three Things That All Successful Leadership Development Programs Have In Common

by [Health Tech Zone](#)

"The global market for leadership development is estimated to be worth over \$366 billion. However, if every business was being led by a bunch of effective and capable leaders, the global business scenario would look very different. This clearly means that some leadership development programs are better than the others."

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5 Stages of Team Development Every Leader Should Know

by [Medium](#)

"Tuckman's model of team development stages is the very basics of team management, and I believe most of you know them. But I don't want to talk about team management, I want to discuss team leadership. Because I believe that a leader strives to realize the potential of his/her team members by achieving the project goal when a manager simply distributes tasks."



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How We Planned a Virtual Retreat During The COVID-19 Crisis

by [Balsamiq](#)

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The Essential Components of a Successful L&D Strategy

by [McKinsey & Company](#)

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UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

"Employment Growth Continues to Slow"

The Daily - Labour Force Survey

	SEPTEMBER 2020	OCTOBER 2020	NOVEMBER 2020
VICTORIA	9.3%	7.7%	6.1%
VANCOUVER	11.2%	9.7%	7.9%
BRITISH COLUMBIA	8.4%	8%	7.6%
CALGARY	12.8%	11.5%	10.6%
ALBERTA	11.7%	10.7%	10.4%
CANADA	9%	8.9%	8.2%

Source: *Statistics Canada Labour Force Survey, November 2020*



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