



TALENT OPTIMIZATION
LEADERSHIP DEVELOPMENT
STRATEGY & CULTURE ADVISORY



**WE ELEVATE
LEADERS &
ALIGN STRATEGY
TO UNLOCK FULL
POTENTIAL.**

LEADERSHIP ANCHORS IN UNCERTAIN TIMES

4 WAYS TO GROUND YOUR TEAM WHEN THE WORLD FEELS UNSTEADY

➤ Acknowledge the Stress

Don't gloss over what's real. People need to know it's okay to be affected by the world around them.

Example: "I know a lot of us are carrying invisible weight right now. It's okay to name that."

➤ Anchor in Purpose

When strategy shifts, purpose can still ground your team. Go back to why your work matters.

Example: "Even when our priorities evolve, our mission to serve our community stays the same."

➤ Communicate Honestly, Not Just Frequently

Don't wait until you have perfect clarity. Saying 'I don't know yet' can be more trustworthy than silence.

Example: "Here's what we know, here's what's still in motion."

➤ Support People, Not Just Productivity

Make room for real life. Offer space to breathe, flexibility, and compassion.

Example: "If you need a slower start today or a mental health day, that's okay. Let me know what else I can take off your plate."

OUR SERVICES

Every company is unique, so we take a customized approach to guide our clients to achieve their goals. Our process is designed to facilitate productive conversations and solve complex problems.

We'll collaborate with you to create a high-impact Talent Optimization strategy that leads to optimal hiring decisions, high-performing teams, enhanced productivity, and increased employee engagement and retention.

LEADERSHIP DEVELOPMENT

We employ an array of behavioral analytics tools to measure work styles, EQ, and motivation to increase self-awareness and fully unleash talent.



STRATEGY ALIGNMENT

Are you leading your team with confidence and clarity?

Our organizational health scan gain objective insights into your company or team's ability to execute strategy across six critical capabilities in under nine minutes.



The powerful analytics reveal hidden vulnerabilities that impact performance. With the increased transparency, we help you chart a course of action that will improve strategy execution and ultimately your P&L.

COACHING

Even the most successful athletes benefit from coaching. From 90-day intensives to on-going 1:1 leadership coaching, we bring clarity into your leadership journey.



WORKSHOPS & CLASSES

Whether you are an aspiring leader or a seasoned executive, we offer transformative programs that focus on self-awareness and effective communication to build your leadership skills.

We engage leaders with custom team-building retreats to equip them and their teams with vital tools to thrive and adapt to the most challenging situations.



OUR PRINCIPALS

We are not "HR consultants". We are strategists, and as such, Chief Gigs is uniquely qualified to partner with you on your most crucial culture and talent initiatives. We believe that organizations can only embark on such feats when leaders are aligned. We employ a variety of tools to ensure we achieve alignment every step of the way.



**Wendy Fong, MBA, PI Master Certified Trainer
Partner & Principal**

Wendy has over 20 years of experience in culture change, leadership development, team effectiveness, and operations excellence. She has worked with various clients, from healthcare to financial services to manufacturing.

Wendy is passionate about clarity, alignment, and results. She uses her expertise to advise leaders on creating high-performing teams that embrace execution excellence.



**Shelly Nixon, MBA, PMP, SHRM-SCP
Partner & Principal**

Shelly has over 25 years of experience in improving operational effectiveness, building collaborative teams, coaching leadership teams through challenges and opportunities, and leading business and cultural transformations.

Shelly is passionate about leadership development. She uses her expertise in people operations to help businesses align their strategy and talent (employees) to achieve desired results.

