

# *Service & Product Prospectus*

2026

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[LinkedIn.com/Company/VokesLeadershipGroup](https://www.linkedin.com/company/vokesleadershipgroup)

**VOKES LEADERSHIP GROUP**

**INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY PRACTITIONERS**

*Building Solutions • Developing Leaders • Transforming Cultures*



*Always Standing By...*

# VOKES LEADERSHIP GROUP

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY PRACTITIONERS

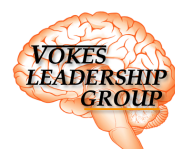
*Building Solutions • Developing Leaders • Transforming Cultures*

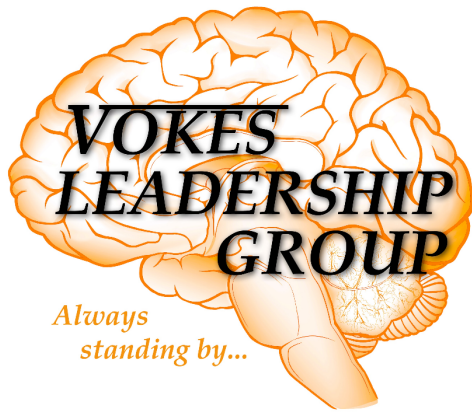


*Always Standing By...*

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## ***Vokes Leadership Group...***

...is a leadership training, coaching, consulting, talent management, and applied research Practice in *Industrial-Organizational Psychology*. We specialize in the delivery of organization development, leadership and culture management, change consulting, and crisis response services to organizations from every sector -- corporate, government, and non-profit. As a social entrepreneurship venture, we are committed to advancing the ethical use of Social Power. We are Canadian-based and work internationally.

## ***Service Spectrum***

### **Training & Facilitation Services**

- Customized training sessions to meet the specific needs of your organization
- Interactive Learning Labs with case studies and scenarios to help your teams bridge the knowledge-action gap
- Leadership Development for High Performance
- Culture Development & Change Management
- Crisis Response & Trauma Leadership

### **Culture Reviews & Change Leadership**

- Social Power Analyses of Complex Team/Organizational Dynamics
- Culture Reviews and Transformation Supports

### **Coaching Services**

- Psychometric Assessments
- Executive Coaching
- Culture Management Coaching
- Managing Challenging Team Dynamics
- Remedial Coaching
- Career Planning and Development
- Outplacement/ Career Transition Supports

### **Consulting Services**

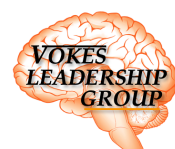
- Identifying & Managing High Conflict Persons
- Team Building, Renewal, and Bridging
- Dispute Resolution & Conflict Mediation
- Change & Transition Management
- Adaptive Strategic Planning
- Leadership Support for Workplace Threats, Violence, Crises, and Fatalities
- Creating and Revising Practical Mission, Vision, and Value Statements
- Post-Labour Action Culture Recovery

### **Workplace Surveys & Assessments**

- Psychological Safety Surveys
- Employee Engagement Surveys
- Needs Assessment Surveys
- Organizational Culture & Climate Surveys

### **Talent Management Services**

- Job Analyses and Position Descriptions
- Psychometric Assessment for Person-Job Fit
- Leadership Style and Culture Alignment Interview, including screening for Dark Personality Traits
- Building Leadership Development Plans for Onboarding and Talent Management



## ***Training: Learning Labs***

Our team delivers a wide range of training and development supports both online and in person (see VLG Training Catalogue).

Our Learning labs are developed using science-based principles and applied theory, to provide your team with practical tools that are flexible and can be delivered to any tier of an organization from front-line staff to senior leadership.

### **Popular Learning Labs include (but are not limited to):**

- Leadership and Culture Management
- Personality Type and Temperament Theory
- Identifying and Managing High-Conflict Personalities (HCPs)
- Leading through Volatility, Uncertainty, Complexity, and Ambiguity
- Conflict Resolution using Alternative Dispute Resolution (ADR)
- Psychological Safety and its Cultural Implementation
- Proactive and Reactive Strategies for Overcoming Resistance to Change
- Prevention of, and Intervention in, Workplace Threat Situations

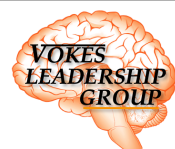
*Note: ALL of our learning labs are carefully tailored to your unique training objectives. Nothing is “off the shelf”. From your desired outcomes we select the right psychology and integrate it into a training package that meets the unique demands of your workplace.*

## ***Coaching Services***

Our practice specializes in individual and team coaching with leaders and employees at any tier of the organization. Coaching can be provided and tailored to the unique needs of the individual or team, in addition to training and/or consulting.

### **Coaching can include:**

- Advanced Psychometric Assessments
- Goal Identification and Action Planning
- Remedial and/or Professional Developmental Objectives
- Support for Implementation of Skills Acquired Through Training
- Career Transition for Candidates undertaking a Role Change
- Coaching for Candidates in the Succession Planning Pipeline



# *Talent Management Services*

## *Personnel Selection*

Our practice specializes in personnel selection for a variety of roles ranging from executive and senior leadership to management, supervisory, and front-line staff. Our selection services use scientifically validated methods that focus on organizational culture fit, leadership potential, and mission alignment. Selection services can be performed in person or online. Professional development plans for each candidate can be provided to support hiring decisions.

### **Our Personnel selection services include:**

- Comprehensive Psychometric Assessments tailored to Job Classification
- Interviewing for Person-Culture Alignment
- Advanced Reference Checking
- Standardized Candidate Profiles for ease of comparison
- Leadership/SME Development Reports for Successful Candidates

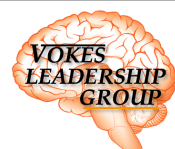
## *Job Analysis*

Our comprehensive job analysis model is used to create and update job descriptions, core skill profiles (KSAs), realistic job previews (RJPs), and job advertisements. It also identifies training and development needs and informs the design of personnel selection, performance appraisal systems, onboarding programs, and succession planning pipelines.

### ***Our Job Analysis services include:***

- Work/Task oriented job analysis
- Competency Modeling: Worker-Oriented or Person-Centered Analysis
- Future-Oriented or Strategic Job Analysis
- Workflow Analysis

We deploy a variety of data generation methods including questionnaires, interviews, focus groups, and work diaries.



## *Organizational Consulting*

We offer a range of consulting services that are tailored to your organization based on your current and future needs. Our time is spent in collaboration with you to generate practical solutions, that can be used to achieve your organizational goals and manage social dynamics in your workplace.

### *Consulting Services include:*

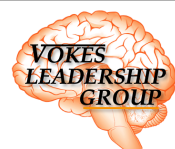
- Conducting Workplace Culture Reviews (Audits)
- Analyzing Workplace Power Dynamics
- Shaping Culture and Managing Change
- Identifying and Managing High-Conflict and Culturally Toxic Personalities
- Designing and Implementing Workplace Surveys

## *Workplace Surveys & Assessments*

Our Workplace Survey and Assessment service provides organizations with scientifically grounded, customized survey instruments and facilitated assessment processes that generate clear, decision-ready insight into the human dynamics shaping your culture, engagement, and performance. All survey processes are managed with strict confidentiality, and findings are delivered through detailed, accessible reports in your preferred format with actionable options, each with an associated cost-benefit analysis, tailored to your organizational context.

### *Psychological Safety Surveys*

Psychological safety is among the strongest predictors of team performance, innovation, and retention, and in many jurisdictions, it has become a legislated element of organizations' obligations to their workforce. We have proprietary access to the most advanced framework of psychological safety which eclipses the standard model. With this we work with you to assess the degree to which your people feel safe to speak up, take risks, and contribute fully, without fear of punishment or humiliation. From here, we help you steer your culture towards sustainable optimum performance.



## *Employee Engagement Surveys*

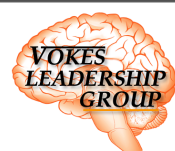
Measure the depth of your people's connection to their work, their teams, and your organizational mission. Our engagement assessments go beyond surface satisfaction to identify the structural and cultural drivers of discretionary effort and disengagement. Our team is trained in advanced psychometrics and statistical analysis, and your organization is not like any other, so we don't use "off the shelf" scales that are "one size fits all". Rather, we work with you to create a customized survey that reflects your specific organizational goals and objectives for your workforce, and in instances where you want to track changes in workforce attitudes over time, we are fully equipped to prepare and deliver ongoing comparative reports across time and across facilities.

## *Needs Assessments*

Identify the gaps between where your organization is and where it needs to be, whether in training and development, leadership capability, culture alignment, or operational effectiveness. A well-executed needs assessment ensures that your investment in people is targeted, relevant, and impactful. We collaborate with you from the outset to design and deliver a needs assessment process that draws on data that actually reveals the answers you most need to act with confidence and clarity.

## *Culture & Climate Assessments*

Map the lived experience of your workplace culture — the values, norms, power dynamics, and behavioural patterns that define how your organization actually operates. Our culture reviews are in-depth and thorough, and we ensure we focus on both current strengths and areas for development so that what's working isn't compromised when undertaking changes aimed at cultural improvement. We approach all of our culture and climate work through the lens of how social power dynamics are aligned with and/or misaligned with your mission and values. This enables us to provide concrete go-forward options to reinforce what's working, and realign what is drawing time, attention, and energy away from your mission.



## **VLG Products**

The Vokes Leadership Group offers a growing suite of practical products designed to put our expertise directly into your hands; available for purchase or access through our website.

### ***Policies & Procedure Supplement: High-Conflict Persons (HCPs)***

People who fit the High-Conflict Personality profile cost organizations dearly — in productivity, cultural erosion, talent loss, and legal exposure. Yet most HR policy frameworks were never built with HCPs in mind, leaving leaders reactive, underprepared, and unnecessarily vulnerable.

Our Policies and Procedures for HCPs is a practitioner-developed, science-based product that gives organizations ready-to-use, customizable frameworks to identify, manage, and mitigate high-conflict behaviour, before it escalates. Grounded in 25+ years of applied research and frontline consulting, it translates complex psychological knowledge into clear, actionable policy that any HR professional or leader can implement immediately to contain and prevent escalations that will invariably corrode and destroy a functional culture.

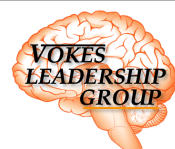
*Pre-order details coming soon at [vokesleadershipgroup.com](http://vokesleadershipgroup.com)*

### ***It's All about Power - Coming late 2026***

Social power is the most consequential and least understood force in organizational life. Leaders who truly grasp how power operates hold a decisive advantage. Those who don't are often the last to understand why their cultures drift, their best people leave, and their change initiatives stall.

*It's All About Power*, co-authored by the Partners of VLG, presents a groundbreaking framework built on 25 years of integrated theory; redefining social power not as domination, but as the living currency of every human system and every social interaction. It is essential reading for leaders, HR professionals, and practitioners who are serious about culture, change, and adaptation to these turbulent times.

*Pre-order details coming soon at [vokesleadershipgroup.com](http://vokesleadershipgroup.com)*



## *The Social Power Lab Podcast*

Leadership insights shouldn't live exclusively behind a paywall. The Social Power Lab podcast brings the science of social power, dark personalities, psychological safety, culture management, and organizational neuroscience directly to leaders, practitioners, students, and HR professionals; in every weekly episode -- for free.

**YouTube:** [https://www.youtube.com/@SocialPowerLab\\_VLG](https://www.youtube.com/@SocialPowerLab_VLG)

**Spotify:** <https://open.spotify.com/show/OBHeeFa0eqlwGjYr6NvM02?si=76caa7a9cdf34a40>

**Substack:** <https://substack.com/@vokesleadershipgroup>

**Apple Podcast:** <https://podcasts.apple.com/us/podcast/social-power-lab/id1862727894>

**Social Power Lab Podcast**

**Dr. Amir Reza Talaei**  
Senior Partner

**Adrian Deschamps, ES, HBA**  
Partner

**Dr. E.M. (Ted) Vokes**  
Executive Partner

*Join the conversation on Social Power today!*

**Youtube**  
SocialPowerLab\_VLG

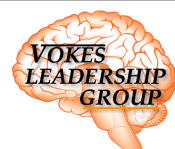
**Spotify**  
Social Power Lab

**Substack**  
Social Power Lab

**Apple Podcast**  
Social Power Lab

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## *Our Commitment to Clients*

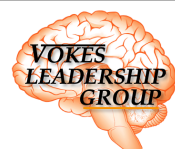
Our Team is proud to offer our clients advantages that are rarely found altogether elsewhere. Our diverse professional and cultural backgrounds, broad range of expertise, international experience, and above all, our unique approach to organizational dynamics enables us to bridge the “know-do” gap. What keeps us at the forefront of our field are the following commitments to our clients:

### *Practical Theory Grounded in Science*

Just because a leadership theory or management practice finds its way into the textbooks or even into common usage, doesn't mean it actually works. Accordingly, we carefully evaluate emerging theories and management trends to identify those which are scientifically valid, and which offer practical value when applied to the workplace. Moreover, work environments are evolving rapidly, and many of the traditional theories and accepted “best practices” are becoming less and less useful in addressing contemporary organizational problems. Our Applied Research and Theory Development Team works regularly to develop and integrate theories and frameworks that are both scientifically grounded and can be applied to solve present-day organizational problems and address emerging challenges. We employ cutting-edge knowledge and update our knowledge base continuously to make sure we do not simply follow fads that may only look “cool” on the surface with transient, if any, positive effects.

### *Culture Aware*

We realize that failures to take into account cultural dynamics are among the major causes of intervention failure in organizations. Our team has special expertise in tailoring our services to diverse working populations, and as importantly, to the uniqueness of your workplace culture. This cultural awareness enables us to steer clear of “off-the-shelf” solutions and to work successfully across corporate sectors and international borders.



## ***Results-Oriented***

While we work very hard to ensure optimal engagement and participation, our training is never aimed to be solely an entertaining team-building experience. Rather, our learning labs are tailored to address real problems and challenges that the client organization has identified, and therefore we help your people generate practical solutions that pave a path to achieving your mission-critical goals and objectives.

## ***Fees for Service & Billing Practices***

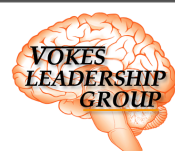
Please reach out to us for our 2026-27 rates. We have government and nonprofit rates for those clients from those sectors.

Clients are not charged for access to copyrighted materials such as briefs and resource handouts. It is our practice to invoice only for services provided and agreed to in advance with the client organization. Accordingly, if project tasks do not require the number of hours anticipated in our estimate, then the client is not billed for those unused hours. If it is determined that a task requires additional time than is estimated in this document, we would seek the client's direction prior to undertaking any such work.

In addition, no advance payment or retainers are required, and detailed itemized invoices (including HST) are provided monthly, or as specified by the client. We accept payment via cheque or EFT within 30 days of the date of the invoice.

## ***Client Confidentiality***

All members of our Practice are bound by an oath of confidentiality to protect our client's right to privacy. In addition, we are pleased to sign any agreements to preserve confidentiality that the client might require as a condition of undertaking training, consulting, coaching, personnel selection, or survey work.



## Our Team



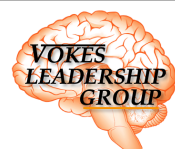
**Dr. E.M. (Ted) Vokes**  
**Executive Partner**

Ted has over 30 years of experience as an in-house and external consultant, trainer, and facilitator to a diverse range of for-profit, non-profit, and public sector organizations -- from the automotive, mold-making, airline, power generation, petrochemical, agricultural, and telecommunications industries, to corrections, education, mental health, child welfare, hospital, public health and first responder sectors. Ted specializes in leadership development, strategic planning, dispute resolution, intervention in and prevention of workplace violence, identifying and counteracting individual and systemic abuses of power, and culture transformation.

Ted has a Specialized Honours B.A. in Psychology from York University and his M.A. and Ph.D. in Applied Social Psychology (specialization in Industrial-Organizational Psychology) from the University of Windsor. His practical leadership and managerial experience include serving as Second-in-Command of a Royal Canadian Air Force officer candidate training school, as Executive Director for a mental health centre, and as Executive Partner of our practice.

Ted teaches undergraduate and graduate students in the Psychology Department and the Odette School of Business at the University of Windsor. In addition, he is cohost of the weekly podcast, *Social Power Lab* sponsored by *Vokes Leadership Group*.

Ted thinks he's pretty cool because he likes to use obscure words like 'tumultuous', 'concomitant', and 'deleterious' when he writes reports. No one else is impressed.





## Dr. Amir Reza Talaei

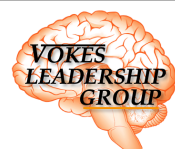
### Senior Partner

Amir has a B.Sc. in Industrial Management, an M.A. in General Psychology, and a Ph.D. in Applied Social Psychology (specializing in Industrial-Organizational Psychology). Prior to becoming a Partner with our Practice, he held a Post-Doctoral Fellowship in the Psychology Department at the University of Windsor.

His main interests and expertise revolve around personality in the workplace (with a focus on ‘personality derailers’ or ‘the dark side’ of personality), leader and employee counterproductive work behaviours, motivational processes, change leadership, and organizational neuroscience. As our Senior Partner, he is responsible for Psychometrics and Applied Research. He keeps us on the cutting-edge of social and neuroscientific advancements. He and his Applied Research Team are responsible for identifying and countering management pseudo-science and developing applied theories that translate social and neuroscience advancements into practical solutions for leadership and organizational challenges our clients routinely face. He and his team are skilled in both qualitative and quantitative methods in support of their research and applied theory development.

Amir is cohost of the weekly podcast, *Social Power Lab* sponsored by *Vokes Leadership Group*. In addition, he teaches undergraduate and graduate classes in the Psychology Department and Odette School of Business at the University of Windsor.

Amir thinks he is pretty cool because he knows what you are thinking. As it turns out he’s usually right. #howdoesheknowthat? #getoutofmyheaddoc





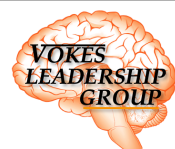
## Adrian Deschamps, ES, HBA Partner

Adrian has an Educational Support diploma from St. Clair College as well as an honours bachelor's degree in Disability Studies and Psychology from the University of Windsor. Adrian has seven years of experience working in leadership and organization development and change management.

As a Partner, Adrian plays a key role in leadership coaching, client relations, as well as co-facilitation and development of learning labs. He has a critical mind for theory development as part of our Applied Research Team. His core work is based in exploring the neuroscience of social phenomena such as Leadership, Personality, Reality Construction, and Social Power. Adrian is primarily driven by passion for cutting-edge neuroscience and has the heart of a musician and the talent to go with it.

Adrian is the host of the weekly podcast, *Social Power Lab* sponsored by *Vokes Leadership Group*. He also teaches in the School of Community Studies, Social Sciences at St. Clair College.

Adrian thinks he's pretty cool because the team refers to him as the "Director of Brain Shenanigans". Being an ENFP, this makes him feel warm and bubbly inside.





## Dr. Narjes Azizi

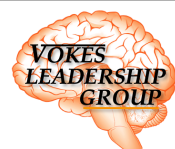
### Senior Practitioner

Narjes is an HR Research and Analytics Specialist who turns complex workforce data into clear, decision-ready insight for leaders navigating culture, change, and growth. With more than ten years of experience across higher education, non-profit, and large-scale financial institutions, she has led workforce analytics and organizational research initiatives impacting more than 20,000 employees, integrating engagement surveys, performance metrics, and HR data to inform evidence-based strategy.

Narjes holds a PhD in Sociology and is a PhD Student in Applied Social Psychology (specializing in Industrial–Organizational Psychology), combining strong research rigor with practical, business-ready insights. In her work at the University of Windsor, she has led mixed-methods research on leadership, culture, and engagement, and designed and delivered a conflict-resolution training program for the \$3M SSHRC-funded Indigenous Workways project.

Across roles in the banking sector and beyond, Narjes has supported large-scale people analytics initiatives and built executive dashboards and reports that translate findings into strategy. Highly adept in both qualitative and quantitative methods, and skilled with SPSS, NVivo, Power BI, and modern data visualization tools, she specializes in translating data into stories that leaders can act on to strengthen culture, improve retention, and align people practices with strategic goals. With our practice she plays the lead role in workplace culture reviews and power analyses, with particular focus on the integration and interpretation of large volumes of qualitative and quantitative data to help our clients understand what aspects of their cultures are aligned and misaligned with the achievement of mission-critical objectives.

Narjes thinks she’s pretty cool because she started out in marine biology and knows fish every bit as well as she knows people. We think, if forced to choose, she’d side with the fish.





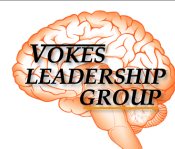
## **Halina Hoang, H.B.Comm.** **Operations & HR Administrator**

Halina is our Head of Finance, HR, & Psychometrics Administration. She holds a Bachelor of Commerce degree from the University of Windsor.

As Head of HR, Finance, Logistics, and Scheduling, Halina plays a key role in keeping day-to-day operations organized and running smoothly. She brings strong business sense, attention to detail, and a proactive approach to everything she does—helping the team stay focused, supported, and on track.

Known for her love of structure and continuous improvement, Halina is always exploring new tools and ideas to streamline processes and make things work better. Her work is grounded in integrity, professionalism, and authenticity—values that guide both her decision-making and how she connects with others.

When she's not working, Halina enjoys spending time with her cats, soaking up the sun, and taking on personal projects—like building her own PC. She's always up for learning something new and finding smart ways to blend creativity with practicality.





## Trenton Vokes, Dip. 3DDA Project Coordinator

Trent (or Trenton) is our head of operations and client relations. He brings a dynamic blend of technical expertise and creative problem-solving to the Vokes Leadership Group. With advanced training in Computer Game Design and 3D Digital Graphics from Toronto Film School, and foundational studies in Public Relations from St. Clair College, Trent is highly skilled in digital tools including Microsoft Office, Unreal Engine, 3DS Max, Adobe Photoshop, Maya, Blender, and Unity. His background equips him with a keen eye for detail, adaptability to new technologies, and the ability to manage complex digital projects with confidence.

As the Project Coordinator, Trent supports the team through meticulous project management, HRIS software administration, and seamless client communication, ensuring that every virtual meeting, document, and data record is handled with precision and professionalism. Trent's passion for learning and his dedication to excellence help keep our operations running smoothly and our clients well-supported.

Trent thinks he's pretty cool because he can turn pixels into masterpieces and make government agencies swoon over his spreadsheets. But don't ask him to sing... or for that matter, tap dance. Never ask him to do both at once.

