

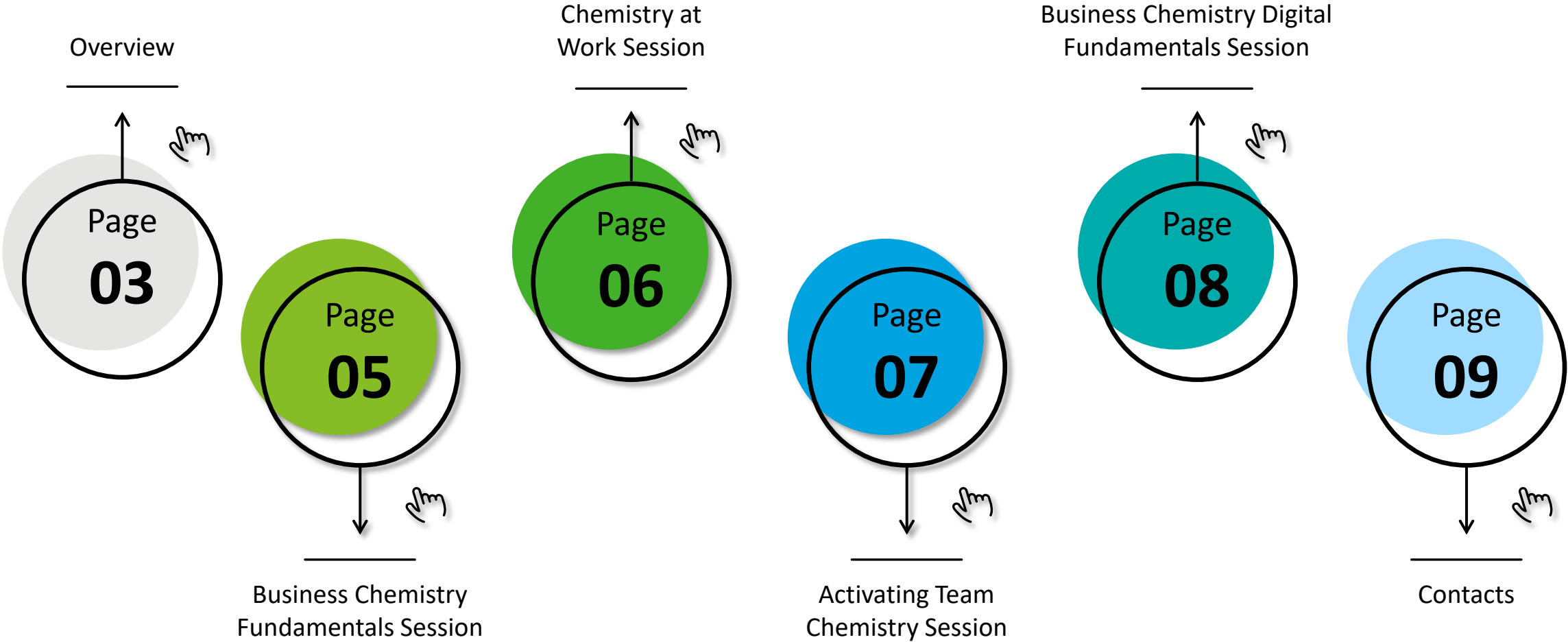
**Deloitte.**



Business Chemistry©  
Offering



# Contents



## What is Business Chemistry?



Developed by Deloitte, **Business Chemistry®** is powerful research-based **analytical, yet practical, business behavioural preference tool**. It is designed specifically to reveal **insights on individual and team behaviour** through computational techniques to bring a **data-driven approach** to observing and **understanding differences in people's business styles**.

It provides an **understanding of self and others** through **four behavioural patterns** of preference, underpinned by analytical technology.

## Why is Business Chemistry useful?



- Provides a **user-friendly lens** and a **common language** to explore teams' behavioural styles
- Generates a greater **understanding and connection** for collaborative and efficient teaming
- It is a **simple**, intuitive, interactive tool, **based on global business data** used to benchmark individuals
- Provides **unique insight** into teams, departments, firm-wide
- Creates **higher quality conversations** between team members and stakeholders
- Builds deeper more **meaningful** relationships for greater success
- Creates greater **trust** between team members and departments

## Key elements



- 68 question self-assessment tool
- Unique, personalised, in-depth Business Chemistry report
- Team workshop with interactive exercises to showcase, create meaning, and demonstrate the applicability of the Business Chemistry methodology
- Team snapshot and composition matrices
- Post workshop reference guide

## Key features



- **Focused on interaction, not introspection** – helps recognise preferences and styles of others via observable, business-relevant traits, and shows how to adapt behaviours for success
- **Rooted in data, designed for business** – the analytical data-driven design explains what people are, as well as what they are not
- **Simple application, sophisticated system** – draws on complex algorithms to assess behaviour and preferences, but translates results simply
- **Personalised individual and team insights** – sheds light on team dynamics via unique individual aspects of behaviour, whilst considering the whole composition of the group



We offer different types of Business Chemistry sessions, face to face and virtually:



**Business Chemistry  
Fundamentals Session**



**Team situation**

We are a team of people who need  
to get to know each other and work  
better together



**Business Chemistry at Work  
Session (customised)**



**Team situation**

As a leadership team we need  
to work more effectively together



**Activating Team  
Chemistry Session**



**Team situation**

We've done Business Chemistry  
Fundamentals and want to benefit from  
leveraging it back in the workplace



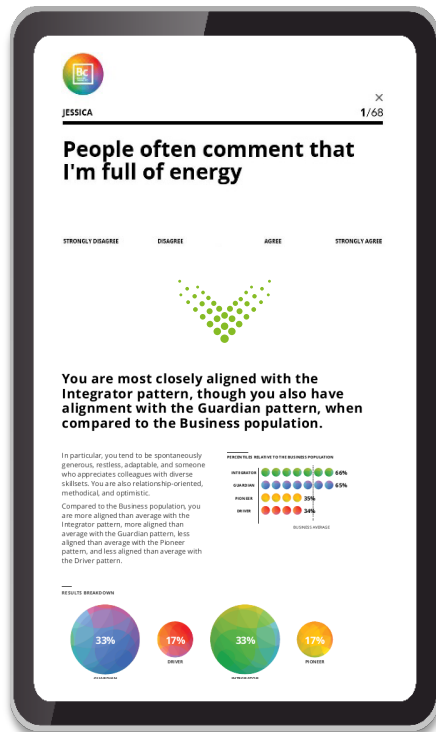
# Business Chemistry Fundamentals Session

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A Business Chemistry Fundamentals workshop covers the 'essentials' that we need to consider in our day-to-day interactions with colleagues and stakeholders. This interactive workshop uncovers individuals' working styles within a team, and how these compare and differ to others'. It also demonstrates how flexing our 'style' results in better day-to-day interactions with those around us. Business Chemistry provides a team with a common language and a platform for creating greater honesty, improved challenge, better collaboration, and an advanced level of trust between team members.

## Session Details:

### Pre-workshop



### Workshop

Example agenda | 1.5 – 2 hours

Session	Content	Timing
Introduction	Introduction to Business Chemistry	10 mins
Understanding yourself	Interactive exercise to understand the four Business Chemistry types and reveal the Business Chemistry 'profile' of the team	45 mins
Understanding others	Tools and techniques to create a 'hunch' of others' business Chemistry type based on observable and verbal behaviours	20 mins
Adapting your style	Interactive exercise to understand and experience the effects of adapting behaviours for lasting impact and relationship success	40 mins
Wrap up & close	How to leverage Business Chemistry after the session, followed by Q&A session	5 mins

#### Step 1: The Business Chemistry online assessment

- Participants complete the online Business Chemistry tool (10 mins)
- Upon completion of the assessment, participants will Receive an instant, bespoke report providing Insights on their Business Chemistry profile.



#### Step 2: The workshop

- The workshop explores individual and team Business Chemistry profiles, and the meaning and impact of how our Business Chemistry preferences show up and affect the way we behave, make decisions, and communicate in a business environment
- With a variety of interactive exercises, participants will commit to adapting behaviours for immediate and lasting relationship success.



#### Duration

In person: 1.5-2 hours

Virtual: 2-2.5 hours



# Chemistry at Work Session

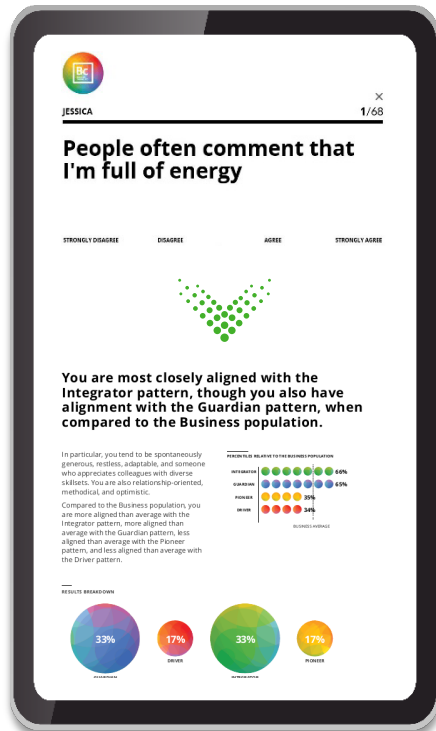


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Frequently used with boards as well as executive and senior leadership teams, a Chemistry at Work workshop is a customised and interactive half-day experience. It starts with, and builds on, the Business Chemistry Fundamentals, with a focus on exploring the team's Business Chemistry composition, the team's unique strengths and potential blind spots, and interaction challenges. The team's key objectives, responsibilities, and KPIs are explored, and a desired 'future state' is defined which includes behaviours and actions required in order to leverage diversity of working styles and operate as a high performing team.

## Session Details:

### Pre-workshop



### Workshop

Example agenda | 3-5 hours

Session	Content	Timing
Introduction	Welcome, objectives of the workshop	10 mins
Understanding yourself	Interactive exercise to understand the four Business Chemistry types and reveal the Business Chemistry 'profile' of the team	45 mins
Explore	Explore the unique Business Chemistry composition of the team and the level of diversity it represents	45 mins
Discuss & develop	Discuss how the team's composition may contribute to constructive and/or detrimental interactions on the team and how to develop strategies to address any shortfalls the team perceives based on its overall characteristics	60 mins
Adapt & contract	Interactive exercise to understand and experience the effects of adapting behaviours for lasting impact and relationship success	60 mins
Wrap up & close	Wrap up followed by Q&A session	20 mins

#### Step 1: The Business Chemistry online assessment

- Participants complete the online Business Chemistry tool (10 mins)
- Upon completion of the assessment, participants will receive an instant, bespoke report providing insights on their Business Chemistry profile.



#### Step 2: The workshop

- The workshop explores the team's aggregated data to inform a tailored and high impact agenda that meets pre-defined success factors
- Chemistry at Work encourages open and interactive debate and uses a variety of interactive exercises to teach participants how to alter behaviours to enhance their effectiveness as an individual and a group
- Using participative frameworks, the workshop elicits agreed accountable behaviours.



#### Duration

In person: 3-4 hours

Virtual: 4-5 hours



# Activating Team Chemistry Session

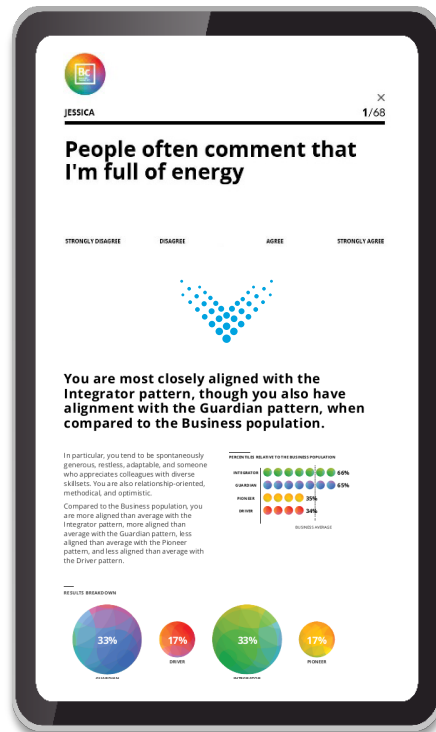
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Available as an add-on to Business Chemistry Fundamentals or as a standalone customised workshop following Business Chemistry Fundamentals.

Activating Team Chemistry brings Business Chemistry to life in a real life work environment. The workshop builds on Business Chemistry Fundamentals, focusing on how to leverage Business Chemistry and activate its learnings as part of day-to-day team activities. Activating Team Chemistry explores how to create an environment where all types thrive in common business scenarios such as meetings, presentations, project kick offs, large transitions, and idea generation tasks. Team members work together to formulate and agree actions for immediate implementation to harness the team's diversity.

## Session Details:

### Pre-workshop



### Workshop

Example agenda | 1.5 - 2 hours

Session	Content	Timing
Introduction	Welcome, objectives of the workshop	5 mins
Why the face?	Interactive exercise to energise the group and (re)introduce the idea that we all have different reactions to common scenarios	30 mins
Thrive!	Practice considering other perspectives and activating cognitive diversity. Discuss and agree actions to implement in the real life work environment as part of day-to-day team activities	45 mins
What one thing?	What one thing will team members commit to doing differently in preparing, presenting, engaging and communicating with others starting tomorrow?	30 mins
Wrap up & close	Review individual and team commitments, and wrap up followed by Q&A session.	10 mins

#### Step 1: The Business Chemistry online assessment

- Participants complete the online Business Chemistry tool (10 mins)
- Participants take part in Business Chemistry Fundamentals workshop



#### Step 2: The workshop

- Using knowledge of the team's dynamics and its current ways of working, the workshop will explore the different Business Chemistry reactions to common business scenarios
- Activates cognitive diversity through a selection of characteristics that inspire and challenge different types
- Encourages teams to work co-operatively to discuss and reach agreement on how to include important characteristics for all types in common business scenarios
- Contracts team commitments for inclusive behaviour change.



#### Duration

In person: 1.5-2 hours

Virtual: 2-2.5 hours



# Business Chemistry Digital Fundamentals Session

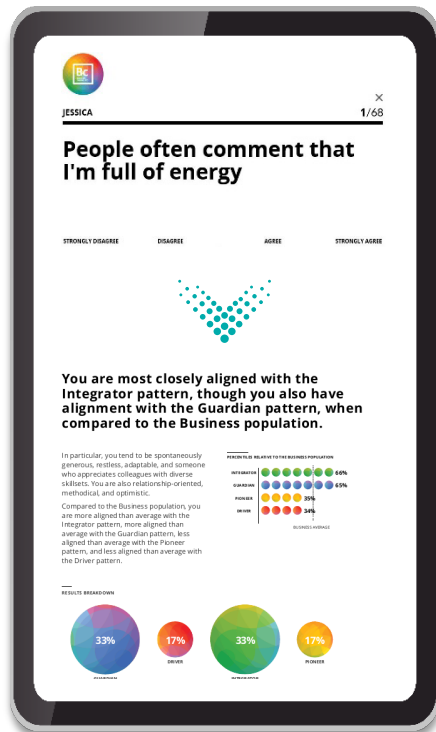


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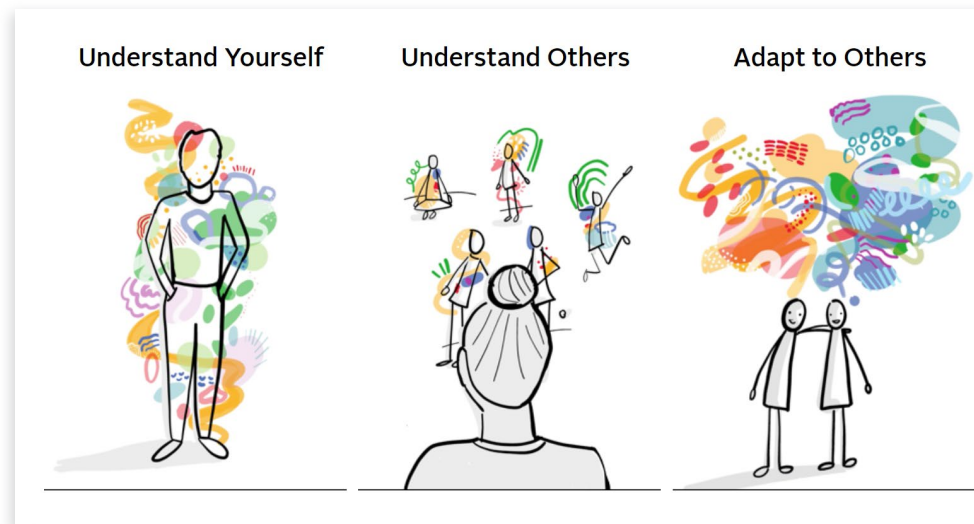
Business Chemistry can be delivered via a digital learning experience with Digital Fundamentals. The interactive workshop elements of Business Chemistry Fundamentals are brought into an shared online forum where team members can work together and at their own pace through modules on the Business Chemistry essentials. Suitable for large participant groups or those spread across various geographical locations and time zones, this digital boot camp option allows for self-serve delivery at scale, whilst providing the flexibility of where and when team members take their training. Providing unique and dedicated team forums allows for safe and open discussions to co-create action for change.

## Session Details:

### Pre-workshop



### Online experience



#### Duration

Self service: 1.5-2 hours (+ optional 1.5 hour debrief)

#### Step 1: The Business Chemistry online assessment

- Participants complete the online Business Chemistry tool (10 mins)
- Upon completion of the assessment, participants will receive an instant, bespoke report providing insights on their Business Chemistry profile.

#### Step 2: Self service digital learning experience

- This digital boot camp delivers Business Chemistry fundamentals within an on-demand, online forum
- Allows the team to explore their Business Chemistry profiles via the platform, creating meaning and impact of how our Business Chemistry preferences show up and affect the way we behave, make decisions, and communicate in a business environment
- Interactive online exercises, completed at participants' own pace, demonstrate the effects of adapting our behaviours for immediate and lasting relationship success

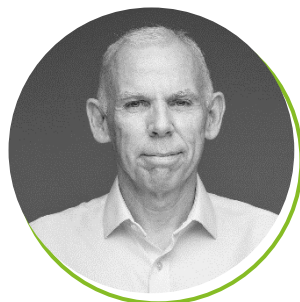
#### Step 3 – Facilitated debrief (OPTIONAL)

- Allows for face-to-face discussions in order to build team connections and trust following the online experience.





To request a Business Chemistry for your team please reach out to [NSE, Deloitte Business Chemistry Team](#).



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