

SOAR Leadership Learning Lab

Building Relationships, Shaping Culture, Generating Results

Continued Education Open-enrollment Program
starting in the Fall of 2017:

NOW enrolling CLASS #4

What You Gain:

- Measurable boost to your productivity and performance
- Understanding of how to apply your EQ to improve trust and accountability in your team
- Renewed confidence in your leadership skills
- Effective communication tools
- Tips on how to effectively manage competing commitments
- Knowing how to leverage diverse perspectives and new thinking patterns to release untapped creativity, collaboration and innovation in your organization
- Powerful resilience, mental flexibility, and inspiration to become the best version of yourself as a leader
- Insight into how to inspire others to do their best

What We Offer:

- 4 half-day interactive workshops
- Direct access to subject matter experts
- Quality take-home materials and proven tools
- 3x 50-minute group focus coaching calls
- 1x 45-minute individual laser coaching call
- Accountability group work between sessions
- Networking and learning with inspiring peers
- Bonus personalized Next Steps coaching
- Facts, Fantastic Learning, Fun, Food

The **SOAR L3 Program** (Success through Observation – Action – Results) is a multi-session, group-based leadership and employee development program that dramatically improves conversational, relational and emotional competencies. Based on *Language and the Pursuit of Leadership Excellence* by Chalmers Brothers and Vinay Kumar.

No time to take multiple days out of your busy schedule for professional development?

Been to 2-day seminars, loved it but returned confused about how to apply the material?

Started great online programs but never finished?

This Program is DIFFERENT:

- Bite-size learning for **long-term retention**
- Experiential adult learning that is **effective and fun**
- Practical application with **immediate impact**
- Peer learning **brings out the best in you!**

This Program is for YOU if:

... **you are a senior leader** and you feel the pressure to perform at your best at all times but you are not sure whether you are really bringing your A-game to work every day and you see the need for improved staff engagement for your organization to stay competitive

... **you are in a new leadership position** and are feeling the stress of constant uncertainty and rapidly changing conditions and you are looking to improve the effectiveness of your leadership skills

... **you are a high-achieving manager** and you are looking for an accelerated learning path to shift from managing projects to motivating and leading people

... **you are a consultant or HR professional working in a large organization** and you want to increase your circle of influence and step into more prominent leadership roles and create change that sticks

... **you are looking to create a culture of accountability and trust, and increase the level of engagement, collaboration and innovation in your organization, resulting in high performance, breakthrough results and best staff retention.**

SOAR and Bridge the Gaps from Good to Great!

Module 1 EQ vs. IQ – Why Self-Awareness Matters

This foundational module in leadership introduces how our personal meaning making influences our behaviors and results. Participants learn how to strengthen their emotional intelligence (EQ) skills, become more self-aware, improve self-regulation, and self-confidence.

Module 2 Managing and Engaging People

Building on Module 1, participants discuss effective management vs. leadership competencies. Observe a live coaching demo and practice important leadership skills in small group discussions. Learn the distinction between assertions and assessments, and how they affect our ability to shape culture + improve execution.

Module 3 How to Create a Culture of Trust, Collaboration, and Accountability

Requests, Promises, and Offers: these key Speech Acts are the foundation to effective communication. Learn to see organizations as a “network of commitments,” and work in small groups to practice powerful communication skills. Identify the 4 stages of a commitment to create a culture of accountability, and discover when it is appropriate to voice a reasonable complaint while gracefully handling conflict.

Module 4 Declaring the Future

A large portion of the capstone session is facilitated by the participants themselves. Participants present “key learning” from major topics and group conversations and share insights. Additional topics include the power of declarations and working towards the results you want through four fundamental questions: What Have I Learned? What Matters? What’s Missing? What’s Next? Coaching conversations for concrete steps.

“I have attended a large number of different leadership and communication programs over the years. The SOAR program was one of the best development programs I have ever attended. My leadership perspective has changed profoundly. I use the SOAR tools almost every day now and it has made a measurable difference for my leadership team.” ~ Partner in Financial Investment Firm

“The incremental learning and experiential approach of SOAR was ideal for me to internalize the material and to put it to immediate use. The communication with my staff and with other department heads is much more productive and I feel much more confident and competent in my new leadership role.” ~ Director of Membership, Non-profit Organization

Meet the Facilitator and Leadership Coach



Friderike Butler, ACC
Principal, Butler Communication



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Friderike Butler, CEO of Butler Communication, is a successful entrepreneur, who built several businesses in the IT and communication sector. Her passion lies in emerging leader development, multi-generational workforce integration through effective communication and creating people-centered, positive work environments from the inside out to achieve best possible results. Her company provides masterfully delivered executive coaching, leadership training, and team-building for a diverse client base including local and federal government agencies, small businesses, non-profits, and multi-national corporations.

Friderike is a certified SOAR Trainer and Leadership Circle Profile 360 practitioner. A certificate in Leadership Coaching (ICF certified at ACC level) from Georgetown University’s Institute for Transformational Leadership further complements her work and curiosity around culture, the power of words, and positive psychology.

SOAR L3 GROUP PROGRAM

Every 2nd Friday of the month 8 am - noon:

September 8, 2017
October 13, 2017
November 10, 2017
December 8, 2017

Location

Conference Center, Main Lobby
1420 Spring Hill Road, McLean, Virginia 22102

Costs

Early booking rate (exp. Aug.1) \$1695 *
Regular registration \$1995

Register 2 save 25%
Qualifies for 2 CEUs

**Practitioner + Non-profit Rates upon request
(limited seats)**

*Space is limited to 18 participants.
Attendance at all four sessions is highly encouraged!*

Signup via:

<https://soar-L3-Fall-2017.eventbrite.com>