

# SOAR Leadership Learning Lab

Building Relationships, Shaping Culture, Generating Results

Continued Education Open-enrollment Program  
started in the spring of 2016:

**NOW enrolling COHORT #4**

## Results

- Boost in productivity and performance
- Improved trust, accountability, and confidence in leadership
- Increased effectiveness in managing competing commitments
- Impactful leveraging of diverse perspectives and new thinking patterns
- Ability to create a collaborative and flexible corporate/team culture with a special focus on the millennial workforce

## Who Attends?

- Senior Leaders
- Directors, VPs, Senior Managers
- Emerging Leaders, High-Potential Managers
- HR Professionals

## Highlights

- 4 half-day interactive workshops
- 2 individual 50-minute coaching sessions
- Accountability group work between sessions
- Networking and learning with other business leaders

The **SOAR L3 Program** (Success through Observer – Action – Results) is a multi-session, group-based leadership and employee development program that dramatically improves conversational, relational and emotional competencies.

Based on key principles from the book *Language and the Pursuit of Leadership Excellence: How Extraordinary Leaders Build Relationships, Shape Culture and Drive Breakthrough Results* co-authored by Chalmers Brothers and Vinay Kumar, the SOAR L3 (Leadership Learning Lab) program incorporates proven adult development techniques in 4 modules over a period of 5 months for intense learning, immediate application and measurable results.

### This Program is for YOU if:

... **you are an executive** 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 working with large organizations** 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 immediate team and 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

Participants get to know their fellow classmates, while discovering the “Observer I Am”. 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, becoming more self-aware, increasing empathy, improving self-regulation and trust.

Outlining immediate and long-term goals for getting to the next level and meeting accountability partners are key aspects in Module 1.

## Module 2 Managing and Engaging People

Building on the EQ skills learned in Module 1, participants share progress in their program goals while discussing effective management vs. leadership competencies. Observe a live coaching demo and practice these important leadership skills in small group discussions. Learn the clear difference between assertions and assessments, and how they affect our ability to shape culture and 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. How powerful are your requests? What kind of results are you getting? Learn to see organizations as a “network of commitments,” and work in small groups to practice powerful requests. 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 You Want

This capstone module brings SOAR L3 to a close, and a large portion of the session is facilitated by the participants themselves. Leaders present “key learning” from major topics and leader conversations in which progress is shared and goals are met. Additional topics include the relationships among being, doing, and having, and how to best apply this learning as a leader. It is a time for celebration and acknowledgement as well as for reflecting on our four fundamental conversations: What Have I Learned? What Matters? What’s Missing? What’s Next?

## Meet the Facilitator and Leadership Coach

### Friderike Butler

Principal, Butler Communication



[www.ButlerCommunication.com](http://www.ButlerCommunication.com)  
fbutler@ButlerCommunication.com

703-599-9079

**Friderike Butler, CEO of Butler Communication**, is a successful entrepreneur, who built and sold several businesses in the IT and communication sector. Her passion lies in helping professionals and organizations bridge the gaps from good to great performance and creating people-centered, positive work environments to achieve best possible results. Her company provides masterfully delivered executive coaching, leadership training, and team-building for small businesses, culturally diverse groups and internationally active organizations.

Friderike conducted an award winning acculturation study at the IMF as part of her thesis work in Cross-Cultural Management at George Mason University, a testimony to her deep passion for building bridges between people and different cultures to leverage different perspectives. She 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 2<sup>nd</sup> 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 \$1695 \*  
Regular registration \$1995

**Qualifies for 2 CEUs**

**\* Register by August 1, 2017**

**Practitioner Rates available upon request**

*Space is limited to 16 participants.  
Attendance at all four sessions is required!*

**Signup via:**

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