

LEADERSHIP FOR MANAGERS . . .

*A STRATEGIC AND ORGANIZATIONAL LEADERSHIP APPROACH (SAOL™)
TO TAKING CARE OF YOUR BUSINESS, YOUR PEOPLE AND YOURSELF*

HIGH PERFORMER | RESULTS & RELATIONSHIP-DRIVEN | ACCOUNTABLE

These are the hallmarks of effective leadership. But not every manager possesses them. In fact, **58%** of managers report **NEVER** having received any managerial training whatsoever.

Yet companies that invest in leadership development are **5X** more likely to have **higher leader quality** and bench strength, and be **3X more profitable**.

TWO MONTH TOTAL LEADERSHIP IMMERSION EXPERIENCE

Develop your leadership skills, mindset and lifestyle with the game-changing **LEADERSHIP FOR MANAGERS PROGRAM . . .** a **Two Month Strategic and Leadership Coaching and Development Program** consisting of:

- 1) PRE-WORK SELF AWARENESS - Leadership Assessment, DiSC Profile & Keys to Organizational Health and Leadership
- 2) TWO DAY INSTRUCTION - Classroom Development
- 3) POST-WORK APPLICATION - Two Months Coaching on Work Goals

COACHING AND APPLICATION WITHIN THE WORKPLACE

This intense program – presented by [The Rubi Ho Group](#) - goes beyond mere classroom learning to include application within the workplace. . .

- Creation of **Key “Performance Scorecards”** customized to your personal leadership development, team health, and stakeholder working relationships - all driven by measurable outcomes.
- **Applying Your CEO Leadership Mindset** through calibration sessions with your manager and key stakeholders on priorities, goal alignment and “what counts.”
- **Two Months of Personal Leadership Coaching and Consulting** to achieve this roadmap while building your leadership strength.

REGISTER TODAY OR CALL FOR MORE DETAILS

513.895.8877

EMAIL CROCKET@MIAMIOH.EDU

HURRY! REGISTRATION LIMITED TO 20 PARTICIPANTS!

**PROVEN TO TRANSFORM . . .
TACTICAL MANAGERS INTO
STRATEGIC LEADERS**

SESSION START DATES

**June 9 - 10 or
September 12 - 13**

**OR BRING THE SESSION TO YOU ON
YOUR PREFERRED DATES**

LOCATION

**Miami University
Voice of America Learning Center
7847 VOA Park Drive
West Chester, OH 45069**

INVESTMENT

\$2495 per person
20% Early Bird Discount – 30 Days in
Advance of Class Date

WHAT PARTICIPANTS ARE SAYING . . .

“My biggest takeaway is I must manage my department as a “CEO” where I’m accountable for my performance, and that of my team’s.”

WHAT IS SAOL™

SaOL is a methodology to improve organizational health by focusing on people to optimize their business, functional, and leadership performance.

PROGRAM OUTLINE

TWO MONTH TOTAL LEADERSHIP IMMERSION
SUPPORTED BY PERSONAL COACHING

PRE-CLASS PREPARATION

- Leadership Assessment – *DiSC Profile & Pre-Program Leadership Assessment*
- Organizational Health & Leadership - *Reading Many Parts, One Body by Rubi Ho*

CLASSROOM DEVELOPMENT | TWO DAYS

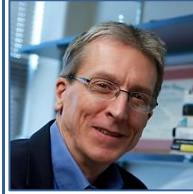
- Individual Contributor vs. Manager – *Understanding “What Counts,” How to Deliver, Leader Expectations*
- The CEO Mindset – *Importance of Managing Your Function as a Business*
- Confronting Leadership “Elephants” – *Resolving Personal Stumbling Blocks*
- Leadership Presence – *Overcoming Emotion, Intimidation, Abrupt Reactions*
- DiSC Strategy – *Recognizing and Adapting to Differing Leadership Styles*
- Communication Competence – *Listening, Questioning, Objectivity, Focus on Others*
- Organizational & Team Dynamics – *Overcoming Conflict, Disconnects, Breakdowns*
- Team & Stakeholder Needs - *Delivering in a Meaningful Manner*
- “Next Step” Outcomes – *Create Performance Scorecard (s), Measure Results with Coach*

APPLICATION IN WORKPLACE | TWO MONTHS

- Leadership Coaching – *Focus on Self-Designed “Performance Scorecard” for Team and Self*
- Accountability - *Held to Workplace Goals*
- Post-Program Leadership Assessment – *Taken by Self and Manager*
- Calibration - *With Manager & Stakeholder(s)*

MEET YOUR LEADERSHIP CONSULTANTS

SAOL™ CERTIFIED LEADERSHIP CONSULTANTS
THE RUBI HO GROUP



DR. GLENN BRYAN

Glenn Bryan is a management professor at Ohio Wesleyan University, and a renowned consultant providing leadership and management development to growing firms. His primary focus is developing leadership talent from an integrated skill and behavioral perspective.



KATHY GINGRICH LUBBERS

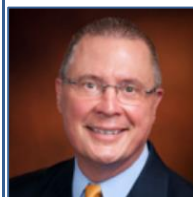
Kathy Lubbers balances leadership development, strategic planning and goal alignment with immediate, tangible results. As an entrepreneur and business owner, she knows what it takes to build and blend a team of professionals for optimum growth and performance.



PETER LACHANCE

An engineer by training and a seasoned senior executive who has worked in engineering, sales, finance, administration and organizational development; Peter has walked in the shoes of many of his clients. As an executive coach and leadership consultant, Peter is recognized for his challenging, candid approach.

DR. KURT WEINGAND



Kurt Weingand is a life scientist with executive leadership experience in healthcare product development, external relations, and research and development. Kurt’s specialty is developing new organizations through leadership coaching and helping people and organizations to optimize performance.