



A WHOPPING **58%** OF MANAGERS REPORT RECEIVING **NO MANAGERIAL DEVELOPMENT**

Does Your Organization Have a Strong Leadership Bench?

Leadership shortfalls are, and will continue to be, the **single greatest differentiator** between high-performance and all other organizations. Yet, only **15%** of U.S. organizations feel they have a strong talent and leadership pipeline.

Build Your Managers AND Your Competitive Advantage

The **Rubi Ho Group**, experts in Strategic Leadership Development and Organizational Health, in conjunction with Miami University's **Corporate & Community Institute**, can bridge this gap with . . .

SAOL ('SOUL) LEADERSHIP DEVELOPMENT PROGRAM

This **2 Month, Total Leadership Immersion Experience** includes classroom instruction; leadership and personal style assessments; metric-based workplace goals; and the professional coaching to achieve them.

Strategic and Leadership Development Tailored to You

Based on the **Strategic and Organizational Leadership (SAOL™) Methodology**, this Leadership Development Program is customized to your needs within your workplace going beyond mere classroom learning to include:

- 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 FOR . . . **SAOL ('SOUL) LEADERSHIP COACHING FOR MANAGERS**

REGISTRATION **LIMITED TO 10 PARTICIPANTS!**

PROVEN TO TRANSFORM . . .
TACTICAL MANAGERS INTO
STRATEGIC LEADERS

CLASSROOM DATES

tbd

8:00 AM – 4:30 PM

LOCATION

tbd

INVESTMENT

\$1995 per person

20% Discount – Min. of 6 Participants
(Max 10)

WHAT PARTICIPANTS ARE SAYING . . .

"My biggest takeaway is I must manage my department as a "business" where I am CEO. 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 FROM A CERTIFIED SAOL COACH AND CONSULTANT

PRE-CLASS PREPARATION

- Leadership Assessments – *DiSC Profile & Pre-Program Leadership Assessment (SAOL Diagnostic)*
- 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 and others*

What Participants Are Saying About this Exceptional Program

Describe . . .	Participants Say . . .
<p>This Program In 1 Sentence</p>	<ul style="list-style-type: none"> • Motivating and career changing • Positively and productively intense! • How to become a 'champion' in your life, period • Helps leaders become and create a healthy 'shop' • Enables honest self-evaluation for the better
<p>What You Learned from this Program</p>	<ul style="list-style-type: none"> • How to build relationships throughout the company • Gain perspective from all 'seats on the bus' • Improve key areas to be seen as an 'A' player • Become aware of your natural leadership styles • How to be a leadership 'champion' • Be a better person, leader and co-worker • Learn how to manage BOTH yourself and others
<p>Who Should Take this Program</p>	<ul style="list-style-type: none"> • Everyone! It's vital for company success • Anyone in a leadership role. • All managers and supervisors • Anyone wanting to better themselves
<p>The Program's Biggest Benefit</p>	<ul style="list-style-type: none"> • Strategy and the importance of working together • Understanding what I bring to the table • Importance of ROI and my contribution to it • How my role aligns with the company mission • Involve stakeholders in information gathering and decision making earlier in the process • Taking the time to stop and re-think how I manage
<p>Your Biggest Takeaway</p>	<ul style="list-style-type: none"> • Need perspective from areas <u>not</u> part of my function • The importance of being transparent • Being aware of the 'big picture' • Need to understand what is expected of me <i>before</i> 'I can run!' • I don't need to know all the answers: It is 'OK' to ask for help as long as we are working on a solution • The importance of results and relationships

Describe . . .	Participants Say . . .	
What You Really Think of the Program	<ul style="list-style-type: none"> • It made me 'open' to adjusting my leadership style • A very enjoyable, immersive experience. • Truly inspiring and sound! Thank you! • It is extremely valuable and time well spent 	
Your Real Life Performance Goals from this Program	<ul style="list-style-type: none"> • Stepping up to help my teammates, making sure my team is healthy and 'taken care of' • Delegate work that I shouldn't be doing. • Provide and gather timely feedback • Reach out more to my stakeholders. • Focus on outcomes vs 'talk' • Grow my 'second' in command 	
Your Real Life Leadership Goals From this Program	<ul style="list-style-type: none"> • Learning how to 'healthily' say 'no' • Own my function! • Accountability around my leadership • Model confidence as a leader • Closing and getting better results • Match results to ROI 	
Your Real Life Action Items from this Program	The 'What'	The 'Why'
	Better link my contribution to ROI	<i>Need to see company 'investment return' for my role</i>
	Educate internal stakeholders on my team's function	<i>If they don't know really what I do, how can they really support me?</i>
	Calibrate between me, my team and my boss	<i>We need to be better aligned.</i>
	Ensure there is 'absolute' clarity with expectations	<i>Causing 'hesitation' around the work</i>
	Develop 'A' players on my team	<i>I will end up doing all the work.</i>
	Manage myself better	<i>If I don't 'model' leadership, who will?</i>
Pro-active support to my stakeholders	<i>We are all in this together.</i>	

Call 513.489.4900 Today to Begin Your Leadership Journey.
All Programs Conducted On Site or at the Location of Your Choice.