



THE RUBI HO GROUP
Strategic, Agile, Organizational Leadership (SAOL)

SAOL™ LEADERSHIP COACHING AND EMOTIONAL INTELLIGENCE PROGRAM

YOU'RE NOT TRULY A LEADER UNLESS OTHERS PERCEIVE YOU AS SUCH

Emotional Intelligence Accounts for 90% of Career Success†

Studies consistently link Emotional Intelligence (EI) to leadership and career success. This 2 day deeply introspective program “connects the dots” between EI and leadership challenging you to...

- Confront and overcome limiting beliefs
- Better understand yourself and others
- Gather yourself to communicate more persuasively
- Behave as a leader that commands respect
- Solidify your leadership coaching skills

Invest in your career today with my personal guarantee...this program will strengthen you as a respected leader, a trusted mentor and a more self-aware high performer.

SHRM Credits: 16 PDCs



\$995

Investment



2 Days

(Classroom)

Program Length



*Ideal For Experienced Mid-Level
& Senior Managers, HR Professionals*

📞 513-505-6236

✉️ Rubi@TheRubiHoGroup.com

† Harvard Business Review

Program Outline

DAY 1 | ACHIEVING YOUR HIGHEST SELF

Leadership Styles and DiSC

- Understanding Comfort and Panic Zones
- Defining Leadership and Coaching
- Leadership Styles and DiSC
- Determining Communication and Motivation Needs

Confronting Your Leadership Elephants

- Identifying Your Leadership Strengths and Elephants
- Your Elephant Moments
- Your Unique Approach

DAY 2 | HONING LEADERSHIP GROWTH

Core Areas of Communication Competence

- Effective Listening
- Using Questions Appropriately
- Keeping Objectively Centered
- Managing biases
- Clear communication is NOT about you

Factors That Influence Leadership Presence

- Seeing Past the Emotion Before Resolving
- Overcoming intimidation
- Eliminating Reactions in Conversations
- Being Responsive
- Thinking and Acting “Presidential”

The Criticality of Accountability

- Remove the excuses and blame
- Responsibility extends beyond yourself

Importance of “Closing the Deal” on Projects, Deliverables, and Outcomes

- Eyes on the win AND the timeline
- Focus on the purpose
- Establish and communicate “little wins”
- Discipline to challenge or change

Two Day Total Leadership Immersion

Learning Objectives

- **Achieve your Highest Self:** Understand and act accordingly regarding your own and others’ styles, motivations, strengths and pitfalls
- **Communicate Effectively & Rationally:** Proactively engage, listen and respond while managing biases and emotion
- **Be Accountable:** Behave as a leader especially under pressure
- **Embody Leadership Presence:** Develop the discipline to be respected, influential and impactful
- **Close the Deal:** Prove through performance and tenacity

ABOUT YOUR COACH



Rubi Ho is a well-regarded leadership and management consultant, Forbes contributor, celebrated author, and founder and architect of the Strategic,

Agile Organizational Leadership (SAOL™) methodology. Logging over 40,000 hours consulting with companies and their leaders, Rubi has pioneered leadership principles that are changing the way companies address complex issues to succeed.

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