



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

SAOL™ ORGANIZATIONAL LEADERSHIP PROGRAM FOR MANAGERS

PROVEN TO TRANSFORM TACTICAL MANAGERS INTO STRATEGIC LEADERS

Total Leadership Immersion Experience

Deftly intertwining classroom instruction, leadership assessments and on point workplace application, this Leadership Development journey is tailored to you and your workplace needs with:

- A personal, relevant action plan POST the classroom instruction.
- Total immersion in Vision, Strategy and Organizational Dynamics.
- Total Immersion in Emotional Intelligence and Leadership Coaching.

SHRM Credits: 16 PDCs

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\$1,395
Investment



2 Days
(Classroom)
Program Length

“ My biggest takeaway is I must manage my department as its own business where I am CEO.”



Program Outline

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

- Calibration with Manager POST Classroom to align on developmental goals
- Real time application with Stakeholders and Team

Learning Objectives

- Exercise stronger Emotional Intelligence and soft skills for enhanced communication, leadership presence and accountability
- Identify and overcome self-limiting barriers that impede effective leadership
- Build strong stakeholder relationships with a clearer understanding of mutually beneficial team deliverables
- Create healthier teams with measurable goals and objectives
- Drive convergence and performance within teams and business partners

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.

*Total Leadership Immersion
Supported by Personal Coaching*



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