

SOAR at SourceAmerica!



Session 1: Kickoff

July 30, 2020

Facilitated by:

Colin T. McLetchie,
President

five ways forward



And Now a Word From Our Sponsor



Amanda King, VP of HR & Learning Solutions

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Four Questions

- How engaged do you intend to be with me during the program?
- How much risk are you willing to take for the sake of your learning & development?
- How important to you is it that your colleagues have a great experience?
- What behaviors will you engage in to demonstrate the above?
- In breakout rooms, share what you noticed and agree on some behaviors that will make this a great program!



A person is silhouetted against a bright sunset, standing on a wooden deck with a railing. The sun is low on the horizon, creating a warm, golden glow. The person's shadow is cast on the railing. The background shows a clear sky with some light clouds and the silhouettes of trees and a house.

**Your presence is a
present in the
present to those
present.**

Be the gift.





Best Leader

- IQ and technical skills/domain expertise are necessary and not sufficient
- The *impact* we have as leaders comes from the relational and emotional domains
- The soft skills aren't soft – they're skills
- We can choose who we “be”



For the sake of what are we here?



Your growth and
development as
leaders of people



Create connection
& impact across
SourceAmerica



Explore and practice
tools and
frameworks



Have fun!



A few things I believe...

You can't change
what you can't see

You can't change
what you won't talk
about and explore

Leaders are made
from the inside out

If you want different
results, you need a
different
conversation

Leadership is a call
to be our highest
selves







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In breakout rooms,

- You will have 7 minutes to find:
 - Four things you all have in common (beyond the obvious)
 - One fun fact about each person
- Use the whiteboard function to draw and save (Fatema available to assist)

You just had...



A GREAT team meeting!

five ways forward





What do managers/ leaders do?

The Leader's Job

- Create culture
- Build relationships
- Execute the work

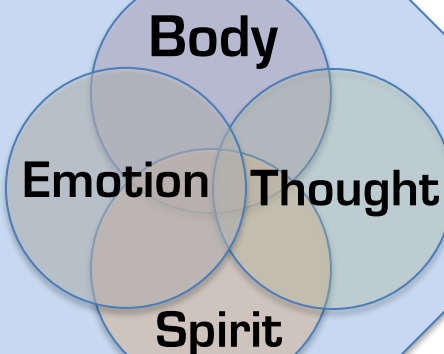


OAR: A Model for Development

Observer

Action

Results



A Venn diagram with four overlapping circles labeled Body, Emotion, Thought, and Spirit, all contained within a light blue arrow-shaped box pointing right.

Body
Emotion
Thought
Spirit



Physical Behaviors
Conversations



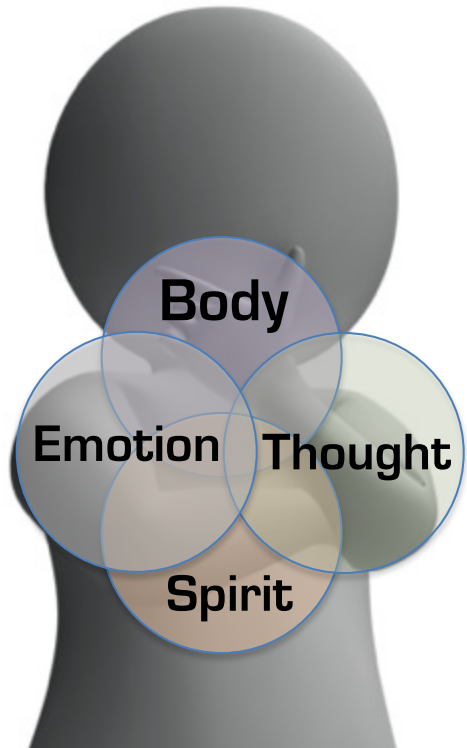
Wide Variety:
Teamwork
Profitability
Well-being
Culture
Productivity
Myriad others

1st Order Learning

2nd Order Learning



Self Observation



**“Way of Being”
Our “inner
game”**

Congruence





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Meet your journey partner!

- Trust that whoever they are is the perfect person for you
- Introduce yourselves
- Share one interesting aha from today you're going to focus on
- Set up a time to meet between now and next session



For next time...

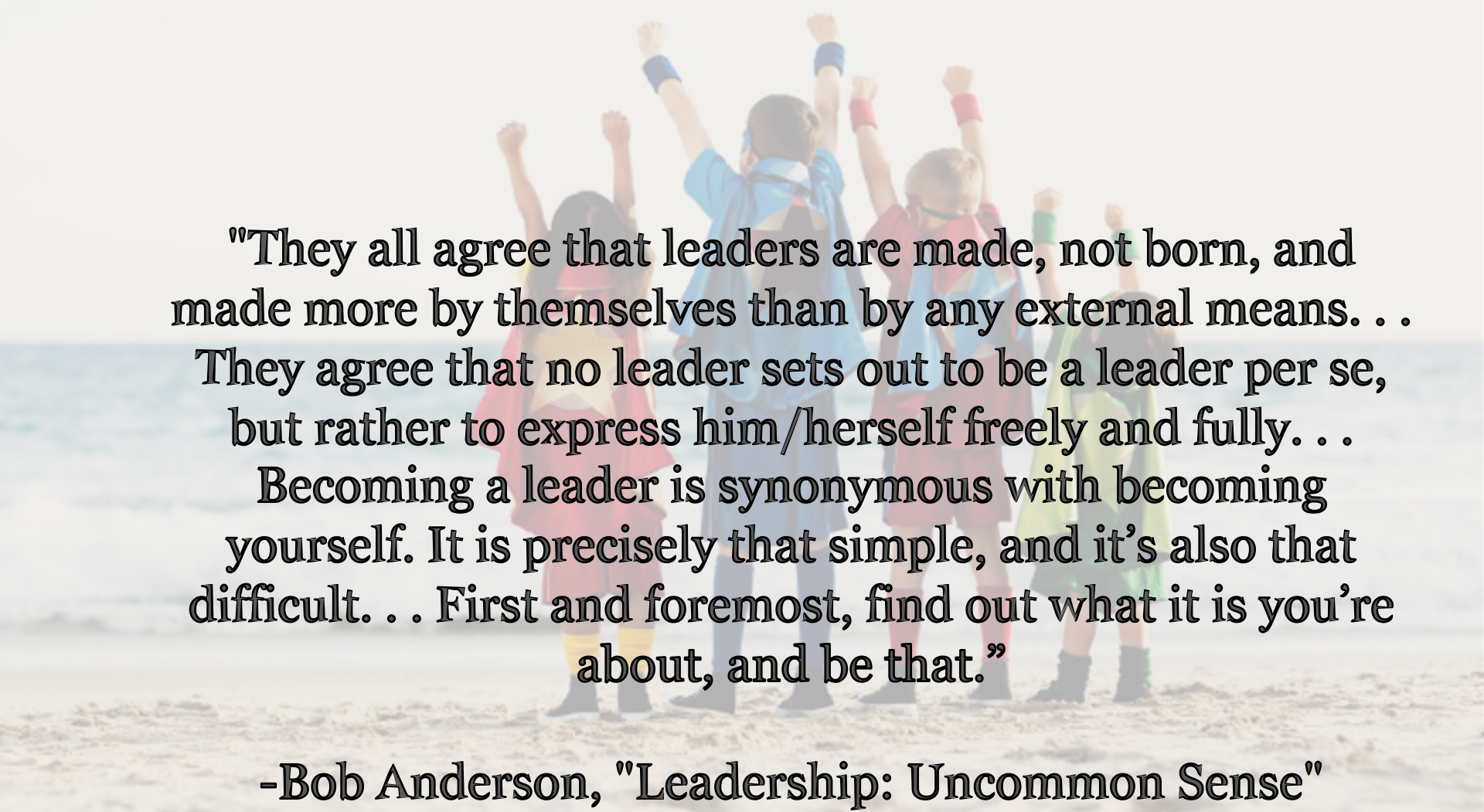
- Meet with your journey partner at least once
- Share your developmental goals for the program and explore how to support each other: co-create this!
- Pick one way to begin to tune into your “inner game” and notice what you notice



Coaching Offer

- Each of you will receive 4 hours of one on one coaching to support you individually during the journey
- Between Aug 1 and Nov 30th, can use the time in ½ hour or full hour sessions
- Confidential & focused on *your* development
- Highly encouraged to participate
- Decide by Fri Aug 14th; sign and send back the acknowledgement form





"They all agree that leaders are made, not born, and made more by themselves than by any external means. . . They agree that no leader sets out to be a leader per se, but rather to express him/herself freely and fully. . . Becoming a leader is synonymous with becoming yourself. It is precisely that simple, and it's also that difficult. . . First and foremost, find out what it is you're about, and be that."

-Bob Anderson, "Leadership: Uncommon Sense"



Find *your* way forward

Colin T. McLetchie

President

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