



Dual Foundations and Professional Applications Certification:

SOAR (Success through Observer > Action > Results)
and
PACT (Polarity Approach for Continuity and Transformation)

When and Where:

- TEOCO Headquarters, 12150 Monument Drive #400 Fairfax VA 22033
- Wednesday – Friday, October 30 – November 1, 2019
- 9am – 4:30pm each day

What's Included:

- 2-day “deep dive” into key distinctions and tools from SOAR program / *“Language and the Pursuit of Leadership Excellence: How Extraordinary Leaders Build Relationships, Shape Culture and Drive Breakthrough Results”* by **Chalmers Brothers and Vinay Kumar**
- Access to SOAR training materials, videos, templates and proposals
- 1-day session focused on Polarity Thinking, the PACT process and real-world application
- 1-year Consultant-level access to the Polarity Resource Portal
- Barry Johnson’s new book: *“OR and AND – How to Leverage Polarity / Paradox / Dilemma”*
- Two 2-hour facilitated follow-up webinars to support cohort learning / application
- 4 hours of 1:1 coaching and mentoring with **Cliff Kayser**
- ICF CCE hours (see below)

ICF CCE Hours:

- 12 Core Competencies / 5.5 Resource Development for successful completion

Faculty:

- SOAR: **Chalmers Brothers and Vinay Kumar**
- PACT: **Cliff Kayser**

Cost:

- \$3000 per person

Register:

- Please contact Cliff Kayser (Cliff@PolarityPartnerships.com), Chalmers Brothers (Info@ChalmersBrothers.com) or Vinay Kumar (Vinay@LeadingForBreakthroughs.com).

Additional Information:

The SOAR Program and PACT certification represent state-of-the-art leadership and organizational development initiatives, proven to provide dramatic improvements in:

- Self-awareness and self-responsibility
- Clarity and effectiveness of conversations
- Understanding of – and ability to leverage – the powerful, dynamic tensions that exist in our organizations and our lives
- Professional and personal relationships
- Leadership and team effectiveness
- Organizational and team performance
- Emotional intelligence and trust-building

Both SOAR and PACT are unique in that each can be said to offer new ways of thinking, new ways of “seeing things” that open genuinely new opportunities and unprecedented new possibilities.

SOAR is a multi-month, cohort-based leadership and personal development program created by Chalmers Brothers and Vinay Kumar. The program, which may also be delivered in 2-3 consecutive days, has been successfully delivered to clients large and small in the US, UK, India and Israel... including TripAdvisor, Coca-Cola, Infusionsoft, REI Systems, TEOCO, National Science Foundation, Dollar General and many others. SOAR stands for Success through Observer > Action > Results, and the OAR model comes from the works of Gregory Bateson, Chris Argyris, Donald A. Schon and Peter Senge .

The SOAR Program is also based on a new way of understanding language and the power of conversations for leaders, teams, relationships and individuals. It contains key distinctions, tools and frameworks from Chalmers’ and Vinay’s 2015 book *“Language and the Pursuit of Leadership Excellence”* and from Chalmers’ 2005 book *“Language and the Pursuit of Happiness.”* Chalmers and Vinay are both graduates of the Newfield Network’s ontological coaching program, as well as programs offered by Education for Living. Both books draw a great deal from the teaching of Julio Olalla and other leaders within both of those organizations. Chalmers and Vinay are deeply and personally committed to sharing this work and spreading these new and powerful ways of understanding language, conversations, organizations... and ultimately, ourselves... to as many people as possible.

PACT (Polarity Approach to Continuity and Transformation) is a groundbreaking “meta-theory” and robust set of tools that enable a new way of thinking about, understanding and improving organizational performance and leadership effectiveness. In today’s world of increasing interdependency and complexity, it is vital to utilize either/or problem solving AND both/and thinking to address your most strategic challenges and opportunities. The research is clear – leaders, teams and organizations that leverage polarities well outperform those that don’t.

A growing number of thought leaders, practitioners and researchers are contributing to the substantive body of work that is expanding the knowledge, application and evidence-based research on Polarity Thinking’s vital place in the field of leadership, team and organizational effectiveness. Dr. Barry Johnson’s seminal book, *“Polarity Management: Identifying and Managing Unsolvable Problems”*, is universally accepted as providing the most comprehensive and practical overview of the theory and application of Polarity Thinking. Cliff Kayser has worked with Dr. Johnson for years, and brings decades of experience and hands-on client engagement – as well as a deep passion for this work and its impact on our world.