Relational Leadership Program

Building Advanced Emotional Intelligence

Developing the Tools and Skills Necessary to Influence Positive and Sustainable Change within your Organization, Profession, or Community.
Meaningful organizational change requires a thoughtful process with engagement from all levels of your organization, profession, or community. Our Relational Leadership program gives you the tools and skills you need to map out and lead a sustainable change effort with long-term positive effects.

Our facilitators bring real-world experience to each unique cohort of participants, giving you hands-on opportunities to learn, explore, and implement best practices that achieve a measurable impact on desired results for you, your teams, and others.

Transforming Experience into Impact

Learn how to:

- Recognize your personal leadership styles and strengths
- Develop the capacity to be effective in diverse settings and circumstances
- Improve individual interpersonal skills and enhance self-awareness
- Identify and move beyond self-perceived limits to enjoy extraordinary success
- Build on the strengths inherent in others to create powerful collaboration
- Come alive to your ripple effect on others and achieve positive outcomes
- Learn to create your desired impact based on your intentions
- Form high trust relationships to achieve innovation and win-win outcomes

Tools for Leading Change

This program promises to deliver:

- Disciplines to advance your self awareness and Emotional Intelligence
- Practical and proven methodologies for building trust and influence
- An increased awareness of the dynamics of relational leadership
- Project-specific coaching and sessions to master program content

Essentials

**Date & Location**
12 Sessions – Starting Fall 2019: Greater Tampa Bay Area, Florida
Two sessions the first and last month, then one every other month.
Please refer to our website, overtresolutionsgroup.com for the latest information on venues and registration. Please note ORG can bring this program directly to your organization. Contact us for more information.

**Fee:** $2,995, for all sessions and over 84-hours of intensive program exposure.

**Who Should Attend**
Consultants, leaders, managers, and others interested in having a more influential, positive, and sustainable impact within their organization, profession, family, and community.

**Takeaway Tools**
- Disciplines for managing self and planned organizational change
- Relational leadership best practices and sustainability frameworks
- Research and resources relevant to effective change leadership
Past Program Participant Testimonials: This journey...

“taught me how to perceive who I am at my core. This allowed me the freedom to better understand people so that my life and career have become less about ‘accomplishing the task’, and more about how well the team can perform together.” Dave Paramore, St Augustine, FL

...helped me see "my little boys' isolationism, actual or perceived, and warranted me being an intentional adult who listened. The 'Dad-box' had previously been checked with the flippant 'how was school today', this program gave me the skill to insert myself into his real tears and daily turmoil, and may have prevented him from ending his own life. We hear of these tragedies every day. Now, as a result of my journey, we are deeply in love and have a relationship I wish for all parents and their children." James Fitzgerald, Landstuhl, Germany

"fundamentally changed the way I engage with my leadership, staff, colleagues, patients, and even my own family. This training is crucial to bring about meaningful, true and lasting change within any organization. I've recently arrived at a new assignment and have already begun implementing the team building skills I learned and as a result there is a noticeable difference in staff engagement within the organization." Christian Swift, Colorado Springs, CO

...enabled me to work on a bigger spectrum and resolve issues/concerns. Many private stories/lessons were shared which inspired me and lowered my wall...enabled me to make changes both at work and at home through different perspectives that I was unaware of. I truly enjoyed the program.” Miriam Douglas-Evans, HR Professional

...allowed me to see "personal growth in individuals and deepening of the relationships between colleagues as they begin to share the language and experiences of the training. The ripple of increased trust within a team starts with one person, this training and the power of influence. Highly recommended for personal and professional growth." Susan, Program Manager at a Regional Medical Center

..."upon arrival to serve as an Executive Leader for the largest military Medical Center located outside of the continental United States, I have a Masters in OD and this was my first time experiencing what OD is about in a real way. I'm convinced that we could never measure the positive impact of the Program in any comprehensive way. The results range from the incremental to the exponential personally, professionally, and from an organizational perspective. It's all about relationships and building an environment where teams come together in an environment where they feel safe and don't feel the need to waste time and energy defending and protecting themselves from supervisors or others. You cannot fully measure the impact of the Program. You can appreciate the change in the environment and culture. I attend the graduation and exit brief for each cohort. A common sentiment expressed is that it was the best Leadership Program they had participated and that it benefited home and professional life. This is only a fraction of the benefits of the Program. I'm thankful I had the opportunity to experience and see the results firsthand and on a daily basis." Antez Gilbert, Executive Leader

..."introduces, or realigns, your REAL self to YOU. Once it does that, the artful facilitation and design of the program introduces, and realigns, you to THOSE YOU LEAD. If you're listening, you won't be the same again. If you're courageous, others around you won't be the same again." Dr. Krystal White, Program Director

..."I was skeptical and thought it was simply another Leadership course. Through this program I learned that being vulnerable was not a weakness, but empowering and it improved my work and home relationships. I have learned that by checking my ego and making my conversations intentional that I was able to establish connectivity with my wife, my boss, my coworkers and everyone that I have come into contact with. This program has been unlike any other program I have taken and recommend it to any organization wanting to improve trust and connectivity throughout their organization." Paul Kennedy, IT Professional

..."I thought I’d learn about leadership –and I did. I thought I’d learn about my mentors and peers –and I did. I expected to learn new ideas –and I did. It was what I didn’t expect that changed me: a new way of examining human relationships, a deep and honest look at my beliefs and limiting thoughts, and an examination of my biases, habits and actions. Get ready to be encouraged. Be prepared to be challenged. Jeff and Kristen will support you as you learn to become your best possible self. I am, of course, still learning and ever grateful." Angela Cerrito. Pediatric Physical Therapist/Published Author www.angelacerrito.com
Relational Leadership is an experiential development journey designed to give participants the insight required to understand self and builds the advanced emotional intelligence necessary to lead and sustain change:

a) Relational Leadership
Through small group exercises and review of best practices, you'll learn the difference between positional leadership and leading through influence based on understanding, trust, and connection to achieve desired results.

b) Explore Self
You'll participate in simulations, dialogic conversations, and challenging exercises that will help you better understand yourself—your strengths and challenges. Through this insight, you will gain a deeper understanding of the impact you have on others and how to use yourself more consciously to achieve desired results.

c) Build and Sustain Your Support System
Successful planned systemic change projects incorporate tools and processes to ensure sustainability across the organization. After exposure to proven strategies and frameworks, you'll apply this knowledge to further develop your Emotional Intelligence and thus your influence. You'll also learn how to incorporate coaching and dialogue processes into your plan to enhance conversations and collaboration across your organization in the pursuit of desired results.

Explore and Learn Together

Our program is focused on your growth:

- This program immerses participants into understanding their unique strengths and limitations
- Builds personal influence through participation in group-based activities, interactive exercises, dialogic conversations, and other group processes
- Opportunities to explore leadership skills and potential through the development of a community of peers and leaders
- Coaching beyond classroom sessions
Facilitators

Jeffrey Peters

Jeff Peters, MBA, is a Co-Founder of Overt Resolutions Group, LLC. He is committed to helping professionals have a more influential, positive, and sustainable impact within their organization, profession, community, and family.

He holds three master degrees including a Master of Science in National Resource Strategy from the Industrial College of the Armed Forces. Jeff has been partnering with senior executives/leaders on planned systemic change initiatives since 2005. Between 2005 and 2016, Jeff designed and implemented institutional experiential leadership development programs in both the for-profit and government space. These programs were designed to allow participants to explore leadership skills and potential through the development of a community of peers and leaders who grow and learn together through a variety of shared experiences to gain a deeper understanding of their unique strengths, limitations, and personal influence.

Prior to working as a consultant, Jeff was the Director of Team and Organizational Development Directorate at the Office of the Surgeon General, U.S Army, Falls Church, VA.

Kristen Vondruska

Kristen Vondruska, MSN, has built successful teams for over 22 years. She is a human systems expert specializing in supporting clients achieve their goals.

Kristen facilitated a leader immersion program to over 170 leaders from Landstuhl Regional Medical Center, Germany. The program was an experiential leadership course spread over 12 sessions/96 hours designed to take participants on a journey of self-awareness gained through the shared experiences of the participants. Newly retired from the United States Army, Kristen is a Co-founder of Overt Resolutions Group, LLC devoted to unlocking personal power to effectively influence outcomes in professional and personal lives.

Prior to working as a consultant, Kristen was an internal consultant standing up the first office in the Army Medical Department dedicated to individual and collective growth that made meaningful and lasting change possible.

The roster of facilitators may change. We will do our best to keep you informed of program changes.
Registration Details

Relational Leadership & Advanced Emotional Intelligence Program

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Registration and Fees

We offer two easy ways to register:
Phone: Call us at 703.350.1062
E-mail: kristen@overtresolutionsgroup.com or jeff@overtresolutionsgroup.com

Confirmation and information on program location, check-in time, and agenda will follow.

Program fees include tuition, workbook materials, reading list books, and snacks. For all programs, payment in full is required one month before the program begins. Register 60 days prior to a program and save $300 on the tuition. Register three people from the same organization at the same time, and receive a 10% discount on program fees. Register participants from a Federal, State, or local government agency and receive a 5% discount on program fees.

Note: Only one discount may be applied

Cancellation Policy

Substitutions are permitted with no penalty 8 days or more from the program start date.

Substitutions 7 days or less before the program start date will be subject to a $500 charge.

Transfers and cancellations are permitted with no penalty up to 15 days prior to the program start date.

Transfers and cancellations 14 days or less from the program start date will be subject to a 100% charge of the program fee.

Location and Accommodation

Please refer in late summer to our website, overtresolutionsgroup.com for the latest information on venues. All personal accommodations are at the expense of participants.