

Full Circle Leadership

presents

# WomenSpeak

## THREE DAY LEADERSHIP DEVELOPMENT WORKSHOPS FOR EMERGING WOMEN LEADERS

Women Speak is designed to increase your  
visibility and leadership impact.

Women Speak participants will clarify their commitments, increase their competence in conversations, deepen their ability to be heard and understood, and lead with greater authenticity and intention.

### WHAT'S INCLUDED:

In this workshop retreat, through a combination of group dialogue and exercise, teaching and facilitating, and leadership coaching, participants will learn, experience, and practice the following:

**The Foundations of Conversations:** The Five Speech Acts, The Three Types of Conversations, Fierce Conversations and the Action/Inquiry Model (based on works of thought leaders in this field including Flores, Olalla, Flaherty, Strozzi-Heckler, Torbett and Tanner)

**“Knowledge is only a rumor until it’s in our muscle”** summarizes an essential premise of Integral Coaching® methodology. Participants will experience and practice the embodiment of the different types of conversations, understand their preferences and habitual tendencies, and develop the capacity, competence and courage to choose more powerful actions.

**We introduce “way of being” to build understanding of powerful leadership presence.** Leaders who engage in generative moods” (openness, curiosity) create possibilities and action. Leaders who don’t do this create a standstill. Participants will build awareness of how their mood affects others and outcomes and learn ways to shift their mood and energy.

**The Commitments** that leaders engage in become the organizing principle around which all action takes place. Participants clarify their commitments and declare new intentions that align with new actions to increase their impact.

**Participants bring real-time business challenges** to our classroom to design and practice new and more effective actions.

**The Art and Practice of Vocal Presence** offers a memorable, pragmatic, and playful way to ensure that your voice is congruent with your message. Women face unique challenges in bringing forth the full power of their voices. We will explore five distinct vocal colors, then apply each to everyday leadership situations.

### PROGRAM FEES:

\$1250 per person. Includes all coaching, teaching, facilitation & materials.

**SPECIAL PUBLIC PROGRAM:** January 19-21 in Boston

**RESERVE YOUR SPOT TODAY**

**OR CONTACT US TO EXPLORE CUSTOM PROGRAMS**

## Full Circle Leadership

### Integral Coaching and Development for Executive Women

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## Full Circle Leadership

# WomenSpeak PROGRAM LEADERS



**Karen Aznoian,**

PRINCIPAL

**AZNOIAN AND ASSOCIATES, LLC.**

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Karen specializes in the integral development of leaders and executives. She has 20+ years of executive experience and has coached hundreds of leaders to achieve sustainable competence and joy in their life and work. Karen also leads women's circles of development across the United States.

Karen holds a BS in Business and Psychology and has extensive background in OD and leadership development. She is a Certified Integral Coach® from New Ventures West and serves on the faculty of their year long Professional Coaching Course in Boston.



**Barbara McAfee,**

Barbara McAfee is a singer/songwriter, voice coach, author, and keynote speaker who instigates radical aliveness in groups and individuals. Rooted in 12 years experience as an organizational development consultant, her work explores the rich territory of change, community, vitality and balance.

Clients include Best Buy Women's Leadership Forum (WoLF), The National Wellness Conference, Blue Cross/Blue Shield, The International Coach Federation Conference, Quaker Foods and Snacks, and several Canadian health care organizations.

Her upcoming book *The Art and Practice of Vocal Practice* (Berrett-Koehler Publishers) is due out in 2011.

Barbara is the founder and director of The Morning Star Singers hospice choir. She has produced six CDs as an independent producer. A native Minnesotan, she lives across the street from the Mississippi River in Minneapolis.



**Sydney A. Paredes,**

EXECUTIVE COACH

**BREAKTHROUGH LEADERSHIP, INC.**

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Sydney specializes in helping leaders identify and break through barriers that keep them from reaching their full potential. She has helped executives across a variety of functions and industries improve leadership effectiveness and increase satisfaction in work and life.

Sydney builds on a unique blend of life experiences, education, and successful corporate experience with 25 years of leadership experience in Fortune 500 telecommunications companies. She holds a BS in Business Administration, an Executive MBA, and an MA in Applied Behavioral Science with a focus on leadership. Sydney is a Certified Integral Coach®.

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