

SOAR Program Participant Testimonials

- **Over the past year, 78 of our senior and mid-level leaders participated in** Chalmers Brothers' SOAR training program. The results have been outstanding, and I recommend him without reservation. Improved self-awareness, more effective communication, better teamwork and higher levels of "emotional intelligence" are among the results our organization has realized. We understand, in a very powerful way, the impact of our language and our conversations on both our company culture and the quality of our execution. I personally found this body of learning extremely powerful and transformational. It is directly relevant to develop and grow the emotional competencies necessary for successful leaders. This awesome program has made a meaningful difference in our company and I highly recommend it.

Shyam Salona
Co-Founder and Chief Technology Officer
REI Systems, Inc.
Sterling, VA

- **SOAR has opened my eyes to what had been there in front of me all along, but** I didn't see it. I feel like a horse whose blinders have been removed! This program has provided me with simple frameworks and practical tools that are helping me bring more "emotional intelligence" into my life, create stronger relationships and achieve better results – both professionally and personally.

Sastry Saraswathula
Director, Global Operations
TEOCO, Inc.
Fairfax, VA

- **The real value of SOAR "sneaks up" on you! Before you know it, you are** applying these lessons in ways that completely transform the way you look at yourself and relate to your business colleagues (and even family members). The last session brought with it a sense of sadness that it was over. Well worth the investment, highly recommended.

Paul Anninos
Director, Global Business Development
REI Systems, Inc.
Sterling, VA

- **SOAR changed my personal approach to professional engagements, and** broadened my tool set as an executive as well as an individual. Few other programs can point to the same level of results.

John Druitt

Senior Account Manager
REI Systems, Inc.
Sterling, VA

Additional SOAR Testimonials

- I wish I could have had the opportunity to participate in a program like SOAR early in my career. The group discussions, sharing, and building relationships have enlightened me both personally and professionally. Anyone who wants to understand him/herself better, listen and think before reacting/answering and expand the way they approach life will definitely benefit.
- The SOAR program immediately made me more aware of the language I use and how language defines experiences. That self-awareness is the first step toward reaching my program goals. Also, what I have enjoyed most so far is getting together with my accountability partners on a recurring basis. Getting to know other folks that I don't normally interact with has been a real pleasure.
- I have come to look at myself from a different perspective. It is important to uncover some truths about yourself and work on trying to change them so that you can live a more fulfilled life.
- Being part natural-born skeptic and part mule-headed ox, doing what is necessary to make lasting changes doesn't come easily for me, but the levels of direct accountability with this program have been a blessing and a source of encouragement that even I can do this.
- I've found that the best insights in life don't arrive with a roar.... They're often the understated discoveries that ease in to our minds and subtly alter our perceptions. SOAR has quietly introduced me to an alternative view of myself and my interactions with others that is so simple, and yet so powerful, it makes you wonder how you never saw it before. What you learn is immediately accessible and practical for everyday use.
- As a result of this learning, I am able to better recognize and shift my moods to the more positive, and am starting to experience less anxiety, less angst, more contentment, and better relationships with my family and those I work with. Also, I am now less impulsive, less reactive, and more thoughtful in my decisions, which is definitely improving the quality of my life.
- Break the routine, Come to the class, Meet new people, Make new friends, Look at life from a different angle. Slowly, seamlessly, this class will change your life.
- If you could find a way to transform your life such that there is a lasting impact on how you are at work or at home, would you consider it? I did and I am so

glad that I did. We hear that word “transform” many times in our lives but never have I come across something that truly speaks to the concept of transformation as SOAR. Consider the possibility.

- SOAR has provided me with the opportunity to focus on ME! It isn't often that an organization supports not only your professional development, but also your personal development. Since starting the program, I have a heightened awareness of the choices available to me and as a result I am already starting to take more purposeful actions in my life to achieve my goals. I am very excited and hope to continue seeing results!
- Unless you SOAR you don't know what you don't know. Personally, I believe enrolling in this program is the best thing I have done for myself. Being part of a group, learning from the coach and colleagues gives me a new perspective about the fulfillment of life, work & relationships. Have an open mind about learning to become a better YOU. Be sincere, Believe in yourself that you can change yourself for good ---- Possibilities are endless.
- The biggest benefit I have seen is that the SOAR program brought into focus all those conversations that I had been putting off, building up stress. Believe me, having those tough conversations is better than the alternative!
- I love it that the program challenges me to think, to reconsider things that in the past seemed obvious. It gives me tools to handle work related and day to day communication issues and it is done in a fun way. The best thing about this program is that I get to practice and not just read the theory.
- It's kind of yoga for the mind. I am in better control of my emotions and ego. It's a “tool” to understand oneself better and it covers every aspect of your life. Gives you different perspectives to the situation and lets you better manage these perspectives also.
- I didn't realize how much my mood was impacting my conversations. I also never realized how many assessments I have made about myself and others, many which weren't correct nor serving me.
- I learned work/life balance is all in how you define it to fit your life. I also had never defined standards for major areas of my life. By working through each domain, I it turns out I am more satisfied that I thought.
- Instead of listening to respond, I now listen to understand...earlier I was missing a lot of the conversation.
- I learned the power of journaling...there is something refreshing that happens when you pour your day out on paper...try it!

- I learned that saying no is saying no to the request, not the person. As a result, I am now able to say no with greater ease and while maintaining my peace of mind, and in a way that preserves the relationship.
- I believe that happiness is and comes from within you. It can be contagious. Just unlock it! The key lies in looking within, introspection, The Big Eye! The SOAR program reinforces this idea, and takes you on a journey of self-observation and reflection. This kind of enrichment will surely put you on the right track to find your happiness.
- I've participated in a few training programs sponsored by previous employers to improve my listening and communication skills over the years. I find SOAR to be more helpful because the program repeats and builds over time and helps me retain what I've learned. SOAR training has already improved my appreciation of the effectiveness (or lack thereof) of my conversations at home and in the office.
- The SOAR program has sensitized my viewpoint and increased my awareness about the power of communications. Now, both in my personal as well as professional life, by looking at situations from an "Outside In" (BIG EYE) perspective has made me a lot more aware of the cause & effect of my actions and the ability to interpret the impact. This program has helped layout and crystallize the initial stepping stones in a process that, in my opinion, is a lifelong journey of learning and improving yourself.
- SOAR training motivates people to participate and analyze particular situations with our accountability partners. This training helps us to understand that if we want things to be changed, the change has to start with ourselves. SOAR training gives us the tools to accomplish that goal; it is our decision to apply them or not.
- Above and beyond anything else, I am becoming self-aware in a different way than ever before. I am approaching each and every interaction that involves communication from a vantage point which offers an opportunity to navigate each decision, each action, and ultimately... my life. I find myself stopping and thinking about what truly makes for genuine happiness at work, at home... and beyond. Never before have I understood (as I do now) the monumental role of language in your life. This has been a truly enlightening experience and I find that every day I am learning to communicate with more clearness and purpose. And, I'm noticing that this changes the energy of those around me. I am truly thinking and executing differently and it's making palpable changes daily. I am more self-confident than I ever have been!
- SOAR is an excellent opportunity to learn about yourself, how you interact with others, and how you are perceived by others. This can help everyone in all relationships, personal and professional.

- SOAR makes me rethink “me”. This course has helped me to focus on my approach to understanding an issue, focus on the way I listen, take notice of who is on the receiving end and think before I act so I don’t “react”.
- SOAR training helped me realize importance of Language and identified a clear solution for key issue which I was facing to grow personally and professionally. I am also looking forward to using the training at the fullest and improve on the key issue identified in just two sessions. SOAR training environment is great with great team members who are eager to grow and also help you succeed in life.
- SOAR provides a framework to identify goals, necessary actions and evaluate whether they produce the desired results and is applicable to any facet of life. If you want to understand yourself better and help achieve results in synergy, then you should try this out!
- I wish I’d had a chance to take this class much earlier in life – might have helped me to make better major decisions! After the first SOAR session, I thought it was all pretty interesting. By the middle of the second session, I was excitedly using what I was learning to understand and react appropriately to various work situations that were happening real-time (i.e. while I was in class). At home, SOAR has had a big impact in my personal life by making me realize what I can and cannot do to improve my family’s relationships, and changing my behavior accordingly (most of the time!). The opportunity to attend SOAR is a gift – I am not aware of other companies of our size and in our domain that are as concerned with improving their employees’ lives in and outside of work.
- SOAR is providing me with tools that are helping me have better conversations, both internal and with others. That is enabling me to be a better member of any group and that includes groups I am part of at work. I have no doubt this will also have a positive impact on the business and hope that more EO’s will have access to this program.
- I’m impressed that our company has chosen to make such an investment for its employees by making SOAR available. I’ve already seen benefit in working with SOAR students in how we communicate among ourselves and how we plan for effective communication with our customers.
- SOAR has helped me feel empowered and get back to the basics of communication – I can now walk away from conversations having said everything I felt I needed to, feeling good about the conversation, and having no doubts/worries/anxiety about it. And as a result I now feel that I’m having more effective and efficient conversations – both personally and professionally.
- SOAR is a multi-layered program that has both short- and long-term benefits. I now have a better idea of the larger company “family” and how I can more efficiently contribute to our overall success. Being an employee in one of the

remote offices, this has been a tremendous realization for me. There is a human aspect to the SOAR program that is often missed in traditional day-to-day activities of a typical company.

- The information provided, or rather *learned* via the interactive portions of the workshops, makes a lot of sense and has helped me see events, people and most of all, myself a little differently. In turn, this has had an effect on my own actions. These are not always great differences, or life-altering epiphanies, but rather tweaks to what was already there. But the impact of those tweaks seems to be growing and spreading, sort of in a butterfly effect. We are still in the early stages, so I am still working on incorporating a lot of the learning in my life. However, where I have been successful in this, the results have been positive. I am glad to be a participant and am very grateful that our company has provided this opportunity for its employee-owners.
- SOAR has provided me a vehicle, a structure that serves as an ongoing reminder for me to consistently reflect on my own behavior and the impact it's having on my relationships. I also appreciate having Accountability Partners to regularly work with. As a result of what I am learning and applying, I am noticing my home life is getting better. I would definitely recommend SOAR to others who are committed to their own learning, growth and development, and to bettering themselves.
- I now see our managers as a more connected Community. Though our individual circumstances may be different, I realize that many of us have much in common and have similar life and work goals. I'm less fearful to share that I may NOT know something, and more able to set the context for new growth. I trust my new colleagues more.
- SOAR helps me understand and be more aware of the conversations that I am having daily, with a specific focus on the language I use, in order to increase my effectiveness professionally and personally. It's not about occasionally reminding myself that 'Life is short and I need to live it to its fullest', SOAR is about long term, permanent change.