

Leadership in the New Millennium

Are you a **leader**, **emerging leader** or newly promoted **manager** ready to tackle the challenges before you with openness, integrity and enthusiasm? Are you a **coach**, **consultant** or **entrepreneur** itching to make a real, lasting difference with your clients and in the world?

Do you feel supported, encouraged and valued by your organization? Are your clients easily and effortlessly embracing new innovations and transforming themselves and their organizations?

Or is it unfortunately more true that you often feel **misunderstood**, and not listened to? Do you **see solutions** and yet find there are many people who are trying to stop you, **sabotage** it or who simply don't engage? Does your organization seem to expect **miraculous results** on miniscule budgets and impossible timelines? Is it hard to find **partners** who see the world as you do and speak from possibility instead of fear? Is **conflict** seeming harder and harder to resolve and the general **negativity** of the world getting you down? When this happens, it's common to find your confidence faltering and your anxiety level shooting up. The **impact** you once wanted to have and the passion you felt now seems far away, or even not welcome.

You may find yourself wondering: **“Who can I trust?”** “What do I do next?” “Why do I feel overwhelmed and frustrated?” and **“How do I find my way back?”**

What do you do and where can you turn?

B E above Leadership Program 2010

*To my mind, there must be, at the bottom of it all,
an utterly simple idea. And that idea, when we finally discover it,
will be so compelling, so inevitable, that we will say to one another,
“Oh, how beautiful. How could it have been otherwise.”*

—John Archibald Wheeler



Don't give up!

At BEabove, we understand. Over the past eight years, we have worked with hundreds of people like you: emerging leaders in for- and non-profits, coaches, consultant and entrepreneurs, as well as executives in Fortune 500 companies. They have shown us how common it is to feel stuck, frustrated and powerless **and** how possible it is to feel engaged, powerful and effective *even when the organization (and people) do not change*. In our leadership program, we offer practical tools, support, and an overall process that is truly transformational. From here, you then will transform your situation—and possibly (we've seen it done again and again) the organization and the business you are in as well. Transform yourself, transform your results!

I have seen amazing, huge things happen because my organization now leads more from an “above the line” place, and I know I made a big difference in this through my own awareness and commitment. Our changed mindset has led to powerful results. We have better funding and more support. For example, contributions to the organization increased by 50% over previous years, and new, innovative and more positive people are excited to be on our board. This BEabove stuff works better than you can possibly imagine.

—Jessica Ayers-Bean, VP Community Relations, Camp Fire USA MN Council

How does it work?

In the new millennium, life is coming at us too quickly for tools and skills you have to pull off the shelf when you need them. The leadership skills you'll acquire in our program are easy to use in the moment when you need them because:

- A) We **ground you** in the theory and distinctions of transformational leadership.
- B) We **provide experiences** and practice so that you understand it from the inside out.
- C) We **reinforce the process** through on-going coaching and community support so that you are called forth to practice and master the powerful skills and distinctions you are learning.

What can I expect?

Difficult conversations will become easy and natural. You will tackle obstacles with confidence and ease. You will enjoy the rapport, the connection and the engagement of your peers and those that work for you. Your health will improve. You will sleep better because your mind is at ease and the ongoing “chatter” will become quiet. All your relationships will become deeper and more meaningful. You will feel new clarity, hope and re-ignited passion. People will trust you and you will feel trustworthy. Your creativity and ability to think of possibilities and effective solutions will soar. You will also see real, tangible results in all areas of your life and work.

How do I know if this is really right for me and / or How can I convince my boss?

We offer a free one-hour coaching session where we'll look at your professional development plan to see where our program fits, and help you determine the tangible results and outcomes you would want to achieve in the program. (And if you don't have a professional development plan.....well, maybe it's time to create your own with us!) We take your life, career and well-being seriously. We will support you to get ready to have that conversation with your boss, partner and/or family.

I have gotten SO much out of participating in the BEabove Leadership Program. It feels very real and tangible to me. For example, I used to have a lot of fear about the economy and uncertainty which affected my leadership ability and even my health. Now I find I have real peace of mind, so I am more grounded and available to my team. I can also ask for help when I need it, which has been really effective in building trust because I was not very good at that.

I also see that I have had an impact on our organization from using this language and tools. The idea of being above the line is a way of leading and managing holistically. People around me seem more patient with the process and I think they feel more valued too. The "higher ups" have also mentioned seeing the benefits. Staff is no longer arguing, resentful, and even sabotaging each other. I have become much more open with the VPs around what I think is needed and they are listening to me differently. I feel much more effective and I know I am significantly happier.

—Eric Oines, Program Manager, Project for Pride in Living

We have made it easy for you to participate.

- ◆ You pay monthly so there are no huge up front costs (see next page for details).
- ◆ Training is scheduled for two days every other month (see dates on next page).
- ◆ You will have your own personal coach for 1.5 hours each month throughout the program. You can work on anything that is important to you.

We are committed to your success. We are honored by your presence.

We are ready for you.

Are you ready?

Call or email for your free one-hour personal coaching session
Ursula: 612-240-2176, or upottinga@mchsi.com. Ann: 952-457-8802, ann.betz@gmail.com

www.beaboveleadership.com

BE^{above} Leadership — Program Components

1) A series of four 2-day workshops. The workshops will give you the chance to recognize and build on your innate leadership capacities and gifts, while learning practical, applicable tools and skills. The format is highly experiential, respectful, and engaging. We believe in involving the total person in the learning—mind, body and spirit. All workshops held at the BEabove training space in St. Louis Park, MN. Class limit: 20.

Workshop One—*The Energy of Leadership.* Thursday and Friday, April 8-9

In our first session, we will look deeply into the energetic “fields” of human experience. We’ll explore in what ways energy creates what is possible. We’ll also look at how your authentic self creates your unique leadership expression and help each person discover what helps them find—and stay in the highest energetic field where they are the most powerful.

Workshop Two—*Creating Powerfully With Others.* Thursday and Friday, June 24-25

In this session, which is deeply grounded in the latest brain research., we’ll explore how, why and when to bring others into your field. We’ll build an understanding of how all of our emotions connect with and influence each other and how to use this to coach and communicate more effectively.

Workshop Three—*What is Reality?* Thursday and Friday, September 16-17

This session ventures into the question of how we experience “reality.” We will look at real-life difficult situations and explore to where we are truly limited by them, and to what degree we can bring mastery to the circumstances of life.

Workshop Four—*Creating and Integrating a New Reality.* Thursday and Friday, December 2-3

Our final session is focused on living a transformed life and creating a transformed organization (family, committee, board, etc.)

2) Ongoing individual coaching (2 sessions per month) with one of the leaders, to deepen and personalize your development. Research has shown that the most effective, sustainable growth occurs when classroom work is combined with personal coaching. Both leaders have extensive experience coaching on a wide range of personal and professional issues, including leadership, life balance, and personal challenges.

3) Community project for hands-on leadership practice. The scope of this will be chosen by the group.

4) A supportive community of peers. Monthly group conference calls for learning and support.

Tuition, payment, deposit, etc.

\$2700 (\$1800 for non-profit participants) tuition, payable in 9 monthly installments. This includes all workshops and materials, 1.5 hours of coaching/month, and ongoing support from the leaders.

To enroll in Above the Line Leadership 2010, please fill out an enrollment form and send it with a non-refundable deposit of \$300/\$200 for non-profit participants to: **BEabove Leadership, 4332 Brookside Ave, St. Louis Park, MN 55436.** *Please note that this is an integrated, year-long program; by signing up you are committing to fully participate in all aspects.* You will then be billed monthly for \$300 (\$200) through the end of the program (total \$2700/\$1800).

For more information contact Ursula Pottinga at 612-240-2176 or email upottinga@mchsi.com



BEabove Leadership was co-created by two life coaches, change management trainers and transformational leaders: Ann Betz, CPCC; and Ursula Pottinga, CPCC. The vision for the organization arose from a shared passion for heart-centered leadership and living with joy, combined with a deep desire to help others remember their innate capacity to lead and live “above the line.”

Ann Betz, CPCC, has both a passion and a gift for making teachings and theory real, understandable, and powerfully applicable in day-to-day life. A certified coach and experienced trainer, Ann currently leads the Certification Program for the Coaches Training Institute and is on contract as a leadership coach and trainer in Cargill’s High Performance Management Program. Ann is the co-founder (with Ursula) and former executive director of the non-profit organization AmeriCoach, which provided leadership development and training for young leaders engaged in community service. Over the past ten years, Ann has developed numerous workshops on using coaching skills in the workplace, effective leadership, the power of living from love instead of fear, and creativity. She has worked extensively with Fortune 500 companies, non-profit organizations, school districts, and volunteer programs on strategic planning, team building, and leadership. Ann recently relocated to Minneapolis from four years in Costa Rica. Her email is ann.betz@gmail.com.

Ursula Pottinga, CPCC, *Everest Hospitality Consulting*, believes in the power of possibilities and encourages her clients to create their life from a compelling vision anchored in their strength and passion. A certified coach with 11 years’ experience, Ursula was a successful leader in the hotel industry, working for major hotel chains in Germany, Belgium and England. She is often hired to help individuals and companies manage change and to lead with clarity, communication and compassion in times of pace, complexity and chaos. Ursula is the co-founder (with Ann) of AmeriCoach, and served a term as its executive director and is also a certified Prosperity Guide. Over the past 10 years Ursula has developed trainings on leadership and peer coaching skills, creating a powerful vision, living in abundance and the power of living from love instead of fear, which is the hallmark of Beabove Leadership. She is the co-author of a number of books and e-books. Ursula lives in Central Florida. Her email is upotting@mchsi.com.

For information about BE^{above}, including an interactive blog, video clips, downloadable mediations, articles and much more, please visit:

www.beaboveleadership.com