



Three Secrets to Becoming a Transcendent Leader

How to Develop Compassionate Leaders, Design
Cohesive Teams, and Empower Collaborative Cultures

Compassion | Cohesion | Collaboration



SOAR COMMUNITY NETWORK Leadership Team



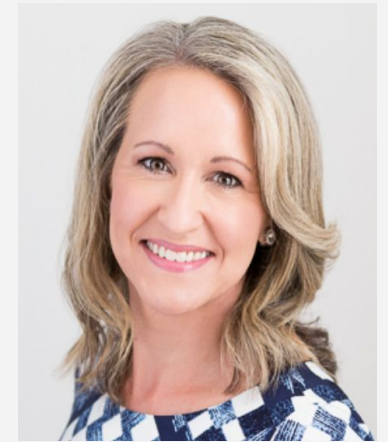
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VP, Strategy



Jennifer Brown
VP, Organizational
Development

Certifications & Affiliations



Today's roadmap



What is Transcendent Leadership?

Shaping a C3 Culture and why it matters.

Talent Optimization - How to put the Transcendent Leadership approach to practice at work.

The future of leadership in the workplace.

Q&A

1

What is Transcendent Leadership?

Transformational Leadership - Definition

Let's first start with transformational leadership.

Transformational leadership is a model of leadership that relies on the encouragement of a team to realize overall success.



Transactional Leadership - Definition

Transactional leadership is a structured approach to management that relies on rigorous checks and balances throughout a company's production lifecycle.



Transcendent Leadership - Definition

“dimensions of spirituality [consciousness, moral character, and faith] that incorporate the efficient managerial aspects of transactional theory and the positive charismatic aspects of transformational theory to enhance leader effectiveness”

Source: (Sanders, Hopkins, & Geroy, 2003, p. 21)



Transcendent Leadership

Practicing Transcendent Leadership can help build compassionate, cohesive and collaborative organizational cultures that are sustainable and create lasting impact.



Six Attributes of a Transcendent Leader

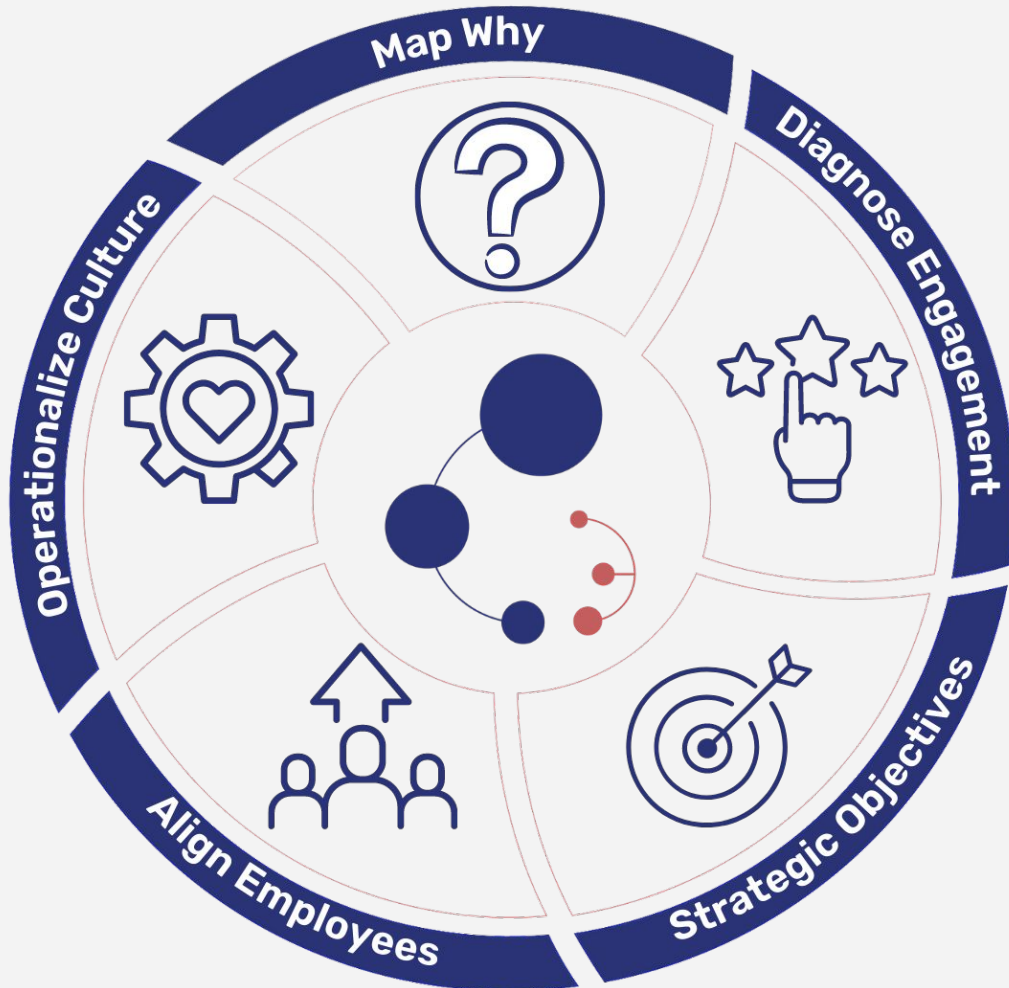
- Acceptance
- Reverence
- Presence
- Courage
- Gratitude
- Highest Good



2

Shaping C3 Cultures

What is a C3 Culture?



SOAR's C3 Framework

- ✓ **Compassionate Leaders**
- ✓ **Cohesive Teams**
- ✓ **Collaborative Culture**

Compassion in the Workplace Pays Dividends

Compassion is an essential skill. Treat it like a business metric. It will create greater loyalty, increase engagement, reduce turnover, and help employees feel connected to their work, manager, team and organizational culture.



Cohesive Teams Increase Performance and Productivity

“Cohesiveness is the extent to which team members stick together and remain united in the pursuit of a common goal.”

- *Danny Molnau,*
Consulting Director, Advisory Solutions ·
Vizient, Inc.



Designing and motivating cohesive, high performing teams requires a healthy overall environment, a culture where these top key factors are present:

- Trust in leadership
- Respect for diverse viewpoints and clarity of each member's diverse talents and skill sets
- Transparent decision-making
- Skill and personality fit
- Well-defined roles
- Clear goals and strategies
- Coordination in and outside the team
- Psychological safety

Collaborative Cultures Empowers Organizational Effectiveness

“Building a culture of collaboration can be incredibly rewarding for all stakeholders invested in an organization's success. Not only does collaboration help employees engage in finding creative solutions and foster trust, but it can help drive organizational goals forward in a manner that may have not otherwise be possible.”

- *Indeed Editorial Team*



3

Talent Optimization

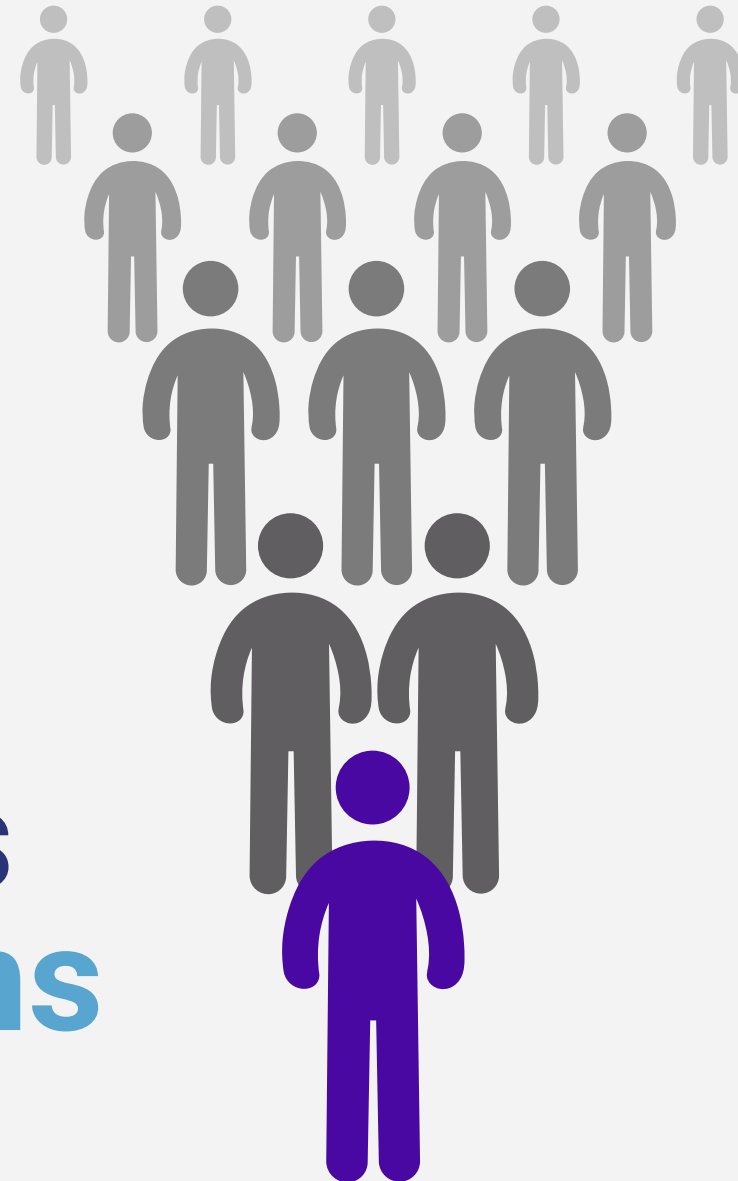
Practical Steps to Begin the Journey of Transcendent Leadership at Work

**Three Secrets to
help transcendent
leaders build
winning C3 teams
and culture.**



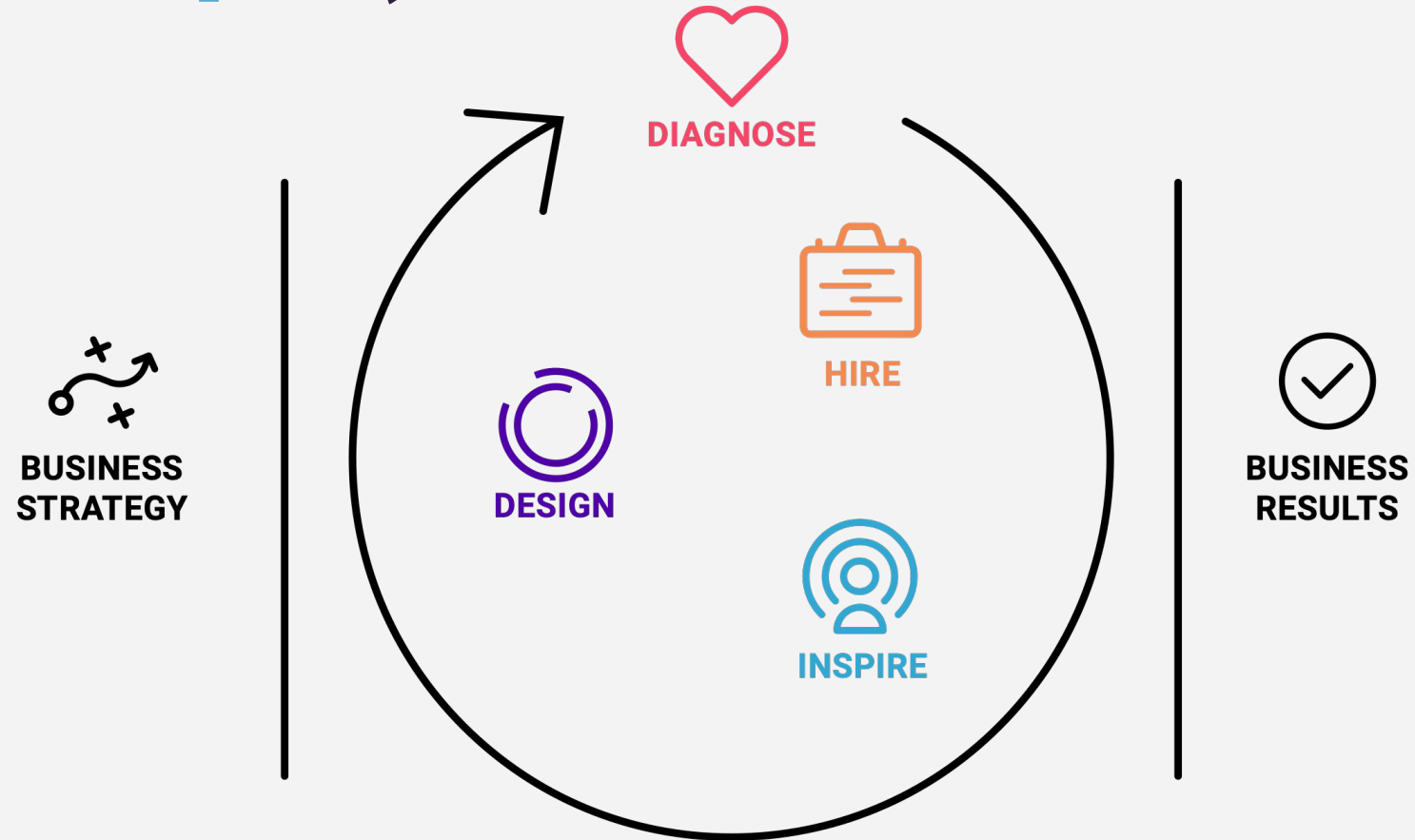
One

**Understand your
strategy (and people)**

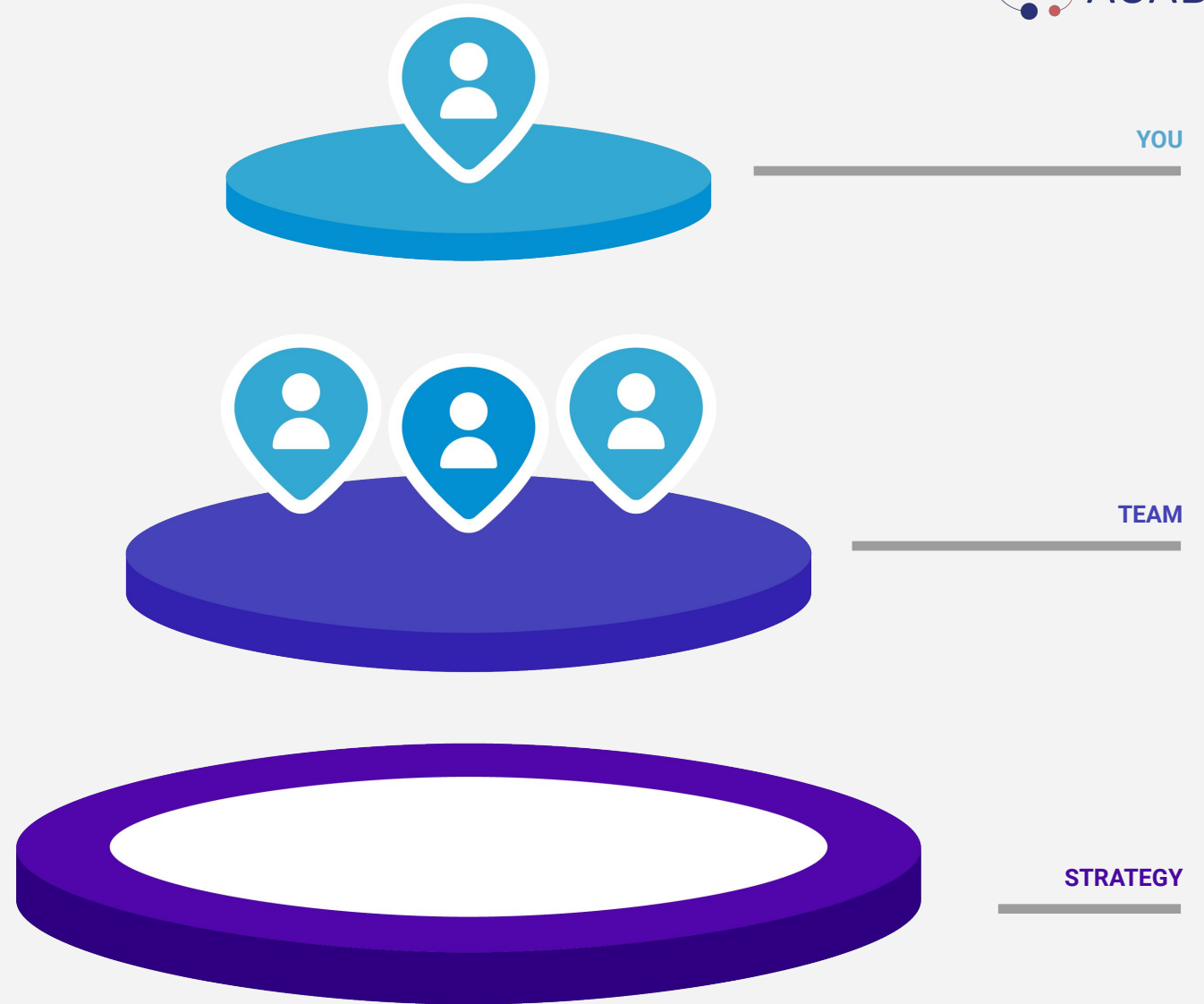


**Business problems
are people problems**

Understand your strategy (and people)



Build
awareness
at **each** level



Exercise

Know Your Behavioral Drivers, Strengths and Cautions.

Take 5 minutes to complete the Behavioral Assessment.



Two

Consider what your
team **needs** now

Consider what your team **needs** now



TEAMWORK

Engagement, morale



INNOVATION

Agility, creativity



PROCESS

Systems, operations



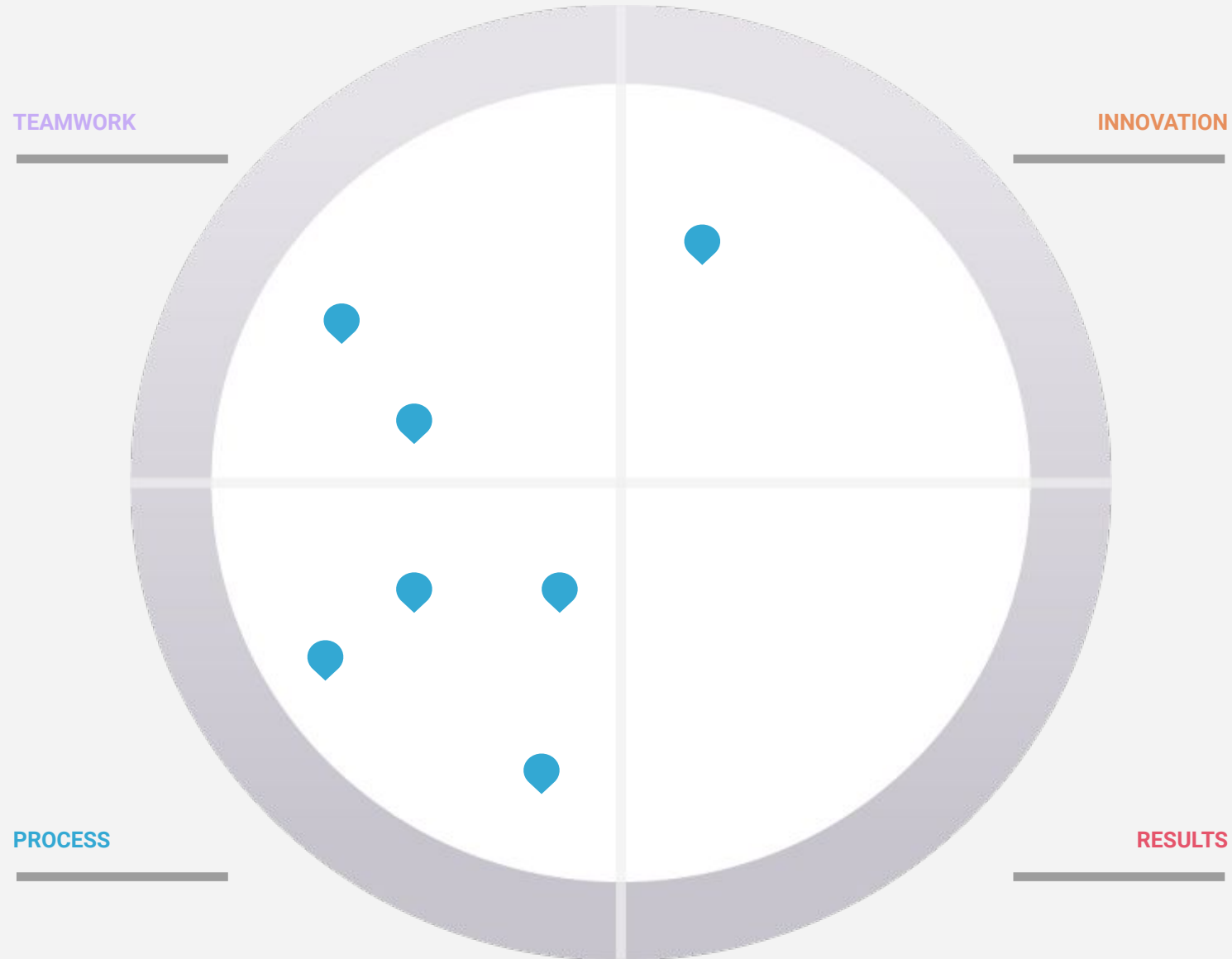
RESULTS

Discipline, accountability

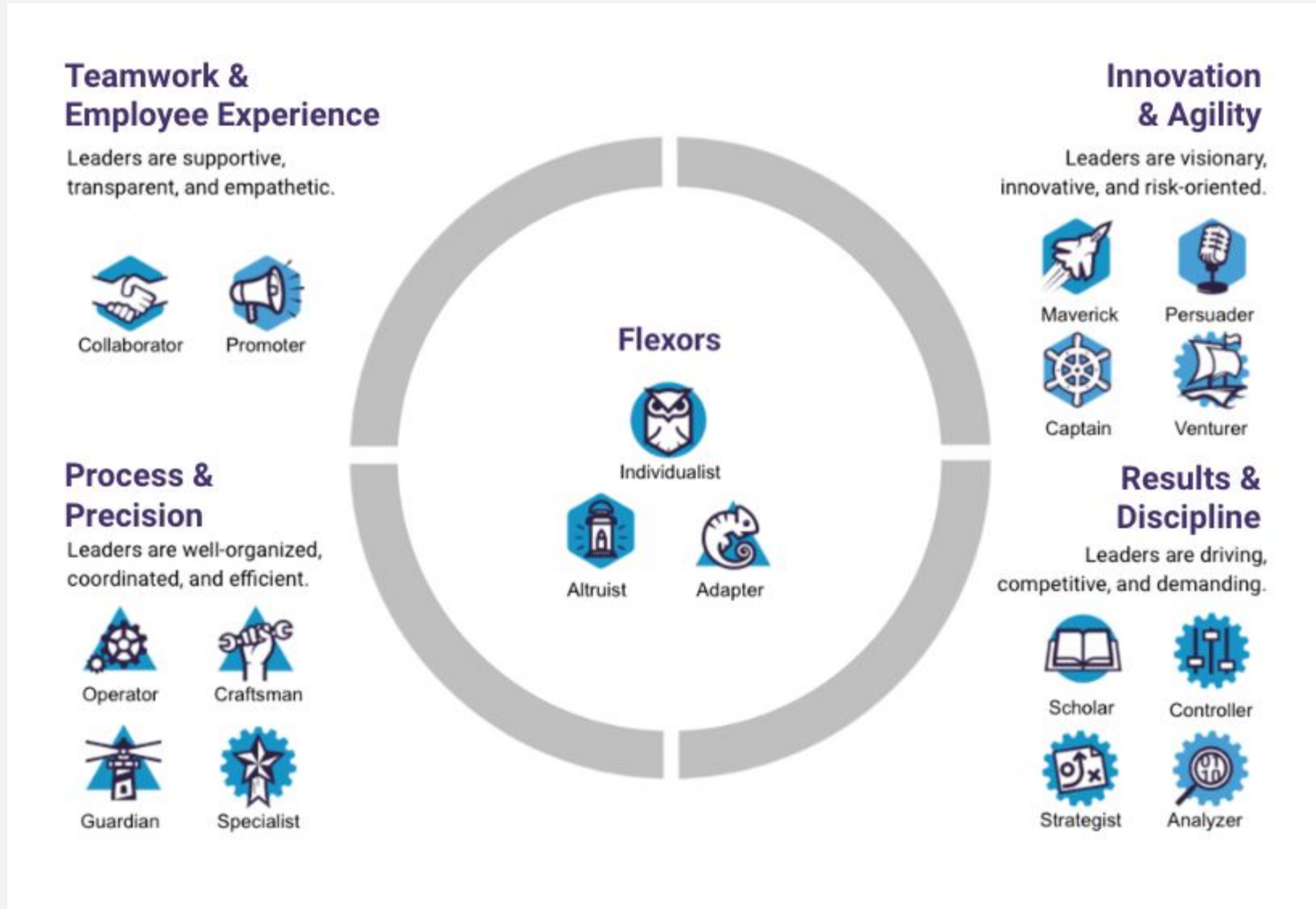


SOME OTHER COMBINATION

Develop your talent strategy



Where Do You Sit in the “World of Work”?



Understand Your Team's Work Style

Team Types

One of the most exciting parts about Team Discovery is figuring out what Team Type your team is. Your Team Type will be determined based on the behavioral patterns of all the members on your team and gives you insight into your unique team's strengths and caution areas. Think about how this might help your team navigate your work with more awareness.



Three

Adjust for the hybrid workplace

Many leaders **lacked** talent strategies pre-COVID. Now, many are experiencing a Great Resignation.

69% of companies restructured their teams during the pandemic.

While COVID-19 radically altered life at home, it also forced companies to make tough decisions about their workforce and teams.

Hybrid work brings even greater challenges.

63% of employees with bad managers are considering quitting within the next 12 months. How can managers get them to *stay*? By being clear on the mission at hand—and receptive to people's hybrid needs.

Adjust for the hybrid workplace



Empower the team. Get results.



4

The Future of Leadership

The future of successful workplaces will require us to develop new leadership approaches.

Leaders must shift from:

1. Caring to Empathy and Compassion
2. Engaging Employees to Inspiring Them
3. Tolerating Ambiguity to Embracing It
4. Certainty to Clarity
5. Networking to Relationship Building

Leaders will need to adapt to a very different future

“Leaders need to recognize that people want meaning in their lives, and their work. Previous research has found that companies with a strong sense of purpose outperform those that lack one. And those who say they live their purpose at work are simply better employees—more loyal, more likely to go the extra mile, and less likely to leave. Purpose helps companies recognize emerging opportunities and connect with their customers. This, too, should therefore be seen as a priority and a source of competitive advantage.”

- Hodayum Hatami and Liz Hilton Segel
McKinsey & Company Contributing Authors and Global Leaders in Industry Practices



Thank You

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Our C3 Framework helps:

- Implement Diversity Equity & Inclusion
- Implement Leadership Development Programs
- Reduce Turnover Costs
- Map Strategic Priorities
- Align Leadership Team
- Build High Performing Teams
- Train Future Leaders
- Improve Employee Overall Performance
- Diagnose Employee Experience
- Streamline Hiring Process
- Executive Coaching



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Book Appointment

**Book your complimentary
read back coaching
session.**

**Get all 6 of your behavioral
assessment reports.**