

## SOLARI'S THREE-TIERED APPROACH

Our three-tiered approach ensures a solid foundation for understanding, learning, and practicing the skills presented in each class. Each tier builds on the previous one to gain a firm grasp on concepts and skills so you can transfer these skills on the job.

### 1 Learn Concepts

#### **Gain a Thorough Understanding of the Principles**

We begin by explaining the concepts behind the class's communication skills—the why. Through a mixture of presentations, discussions, and examples (using relevant stories), you gain a solid understanding of the communication skills you are learning. In this way, these concepts become relevant to your specific circumstances.

### 2 Practice Skills

#### **Learn and Practice in a Controlled Environment**

Integrated with these concepts, we explain how best to learn and use these new skills. When we conduct classroom activities where you practice these new skills with other members of the class in a controlled, yet independent learning environment. We monitor these activities and provide constructive comments, giving you the opportunity to learn from mistakes and to hone these skills. We encourage you to ask questions and discuss the activities. This dialog deepens your understanding and your ability to apply the skills outside class on the job.

### 3 Transfer Training

#### **Reinforce your Skills with Individualized Instruction**

Learn by doing. You continue to practice and reinforce your new skills by applying them to a project of immediate relevance. We help you identify a project where your new communication skills are necessary, establishing a framework for perfecting these skills. As a result, you gain a thorough grasp on your ability to develop these skills and transfer them to your job.

Throughout your project, we discuss your progress, advise you, and recommend ways to improve. This interaction reinforces what you learn and enables you to successfully meet future challenges. After taking the class, you can contact us and receive a timely response regarding any topic from the class.

## CLASSROOM FEES

All Solari classes are taught as one or more full-day sessions of classroom instruction combined with individualized attention. Class size is for ten learners to ensure the best learning environment. Printed classroom materials are included in the class fees. Please contact us with your training requirements or to schedule classes.

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## CLASSROOM SCHEDULE

Your class contact includes one or more days of classroom and individualized instruction.

### **Full-Day Sessions of Classroom Instruction**

You receive one or more days of instructor-led classroom instruction which enables you to gain the most from each class. Class size is generally limited to ten. This small class size facilitates a more personal instructor-to-learner relationship, thus increasing your opportunity to learn, practice, perfect, and transfer concepts and skills.

### **Optional Sessions for Individualized Instruction**

Following any class session, each participant can elect an optional session of individualized assessment and instruction. Your Solari instructor spends time with each participant discussing how well the skills have implemented. Your instructor evaluates performance, reinforces key concepts, gives pointed commentary on progress, and provides a concise evaluation of your next steps—something you can use to build on. This individualize attention enables you to apply skills to a specific work-related project, then obtain direct analysis of your progress.

### **On-site Classes Help Maintain Relevancy**

Rather than incurring the expense and inconvenience of travel costs and time away from the office, we can conduct classes on-site or in your immediate locale. You learn in a comfortable, familiar environment, investing time in learning and applying new skills that can enhance you and your company. On-site learning has the effect of encouraging participants to perceive the relevancy of their new skills to their real work world.