



Learn Fast, Advance Faster!

"Accelerated training and coaching of the next generation of executives is essential for business and potential leaders. Fast Forward University™ workshops and coaching impart key skills and concepts to meet today's business demands."

Dr. Dee A. Soder

Founder, Fast Forward University™

CEO Perspective Group

Executive Coaching Pioneer

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OVERVIEW

Fast Forward University™ is a unique series of programs for young leaders and potential corporate stars. These condensed, highly interactive programs enable those early in their career to rapidly transition and contribute to business.

The fact is that our best educated, most talented young people do not initially understand what it takes to succeed in business, nor do they possess the **real world skills essential in corporate America**. The resultant loss to businesses and high potential individuals is dramatic.

Decades of experience advising top and senior executives enabled **Dr. Dee Soder** to identify this unmet need and develop a tightly focused program for young leaders. Dr. Soder incorporated many of the insights, experience with senior leaders, and learning that achieved her recognition as "**the leading adviser to top executives**," "best in the country," "**pioneer of executive coaching**" and "CEO's consigliere" by the Wall Street Journal, Fortune, Harvard Business Review, National Association of Corporate Directors, Brookings and prominent others.

Over a year of extensive research, analysis, and testing was spent developing this "**boot camp for potential corporate stars**". Many exceptional corporate leaders, educators, and young achievers provided considerable time, insights and anecdotes to add further value to Fast Forward University™. Several prominent human resource executives devoted many hours to ensure Fast Forward met the needs of large and small companies, was readily tailored and enhanced their development programs. "**Our orientation and training programs are better than most-but they aren't geared to high potentials or sufficiently in depth**," noted one senior human resource executive. "**Fast Forward University™ has immediate, long-lasting results.**"

Fast Forward University™ has three primary group programs, plus individual advisory services to provide real-world training and practical skills. **Fast Forward I** is the basic course, targeting those early in their careers. Attendees learn what is necessary to succeed, including the proper attitude, presence, behavior and skills. **Fast Forward II** builds on prior training and experiences on key matters, including management, leading meetings and projects, relationships with clients and senior executives.

Corporations wishing to accelerate the advancement of high potential women and minorities will be interested in **Fast Forward III**, similar to the much acclaimed "Beyond Competence"© series developed by Dr. Dee Soder in the nineties that helped hundreds of women advance to the highest levels. Individual advisory sessions are also available for potential leaders with the requisite drive and ability. **Fast Forward University™** attendees in any program will learn concrete skills, concepts and ways of working on a wide range of topics with notable, lasting changes in behaviors and attitudes.

Fast Forward University™ is not right for everyone.
To see if it is right for your company or you, see below:

RIGHT FOR YOUR BUSINESS?

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Fast Forward University™ programs are intense and highly interactive, utilizing advanced learning and experiential techniques to rapidly impart information and new behaviors. In small group settings of 25 to 50 people, attendees learn real world skills and perspectives that apply to current and future situations-ensuring long-lasting value. Senior company executives are frequently guest speakers, enhancing Dr. Soder's advice. Typically lasting two days, all programs and sessions are readily tailored for a company or group, including law firms and medical centers.

▶ **FAST FORWARD I**

Fast Forward I is designed for those just entering the corporate world and those early in their careers.

[click here for more information](#)

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Fast Forward II emphasizes the behaviors and knowledge needed by individuals progressing in their careers.

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Fast Forward programs and coaching are immensely valuable to participants and corporations, returning many times over the investment.

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To ensure broad applicability, the pilot program was held at a Midwestern university (Oklahoma), known for its progressive MBA program and high percentage of international students. Thirty percent of this select group were not US citizens. Nearly all pilot participants had prior work experience in a variety of industries, from Fortune 100 to small advertising companies, with experience managing 1 to 50 plus employees. The program was so positively received that only minor refinements were needed in Fast Forward I.

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" Thanks to Soder... I'm on my way." -FF Attendee

FF Attendee Comments

"My business future now has a different ending!"

"More valuable than my MBA.I learned things not taught in books or traditional leadership programs."

"I now see myself as a leader in any country. Now I can handle any situation."

" Learned my boss is always right-even when she's not. "

"Soder's advice is very specific--and works! This is not your typical program."

"I had advanced classes in school--small,lot to learn,very motivating--FF is similar but better."

Senior Executive Comments

"Is a critical addition to our orientation and training programs, plus allows newer employees to participate more effectively in the business, "

-- Senior Human Resources executive, Investment Bank

"I'm considered a role model-but I learned a lot from the 'managing others' sessions," - - Award-winning female entrepreneur

"The enthusiasm was over-whelming. And contagious-department heads all remarked on the positive changes in attendees. They all want to attend a course. Soder's remarkable."

-- Dean of Business School

"Even born leaders need guidance. Should be requisite for any company-know this would have helped me."

"Can't stop talking about how much I learned."

" Told for years I needed to be a better team-player...in 2 days I learned what to change...now I get asked for advice!"

"I am much more aware of the impression to convey to new clients and subordinates"

"Getting rid of my beard was just the beginning-my hair is now short, new glasses, a new suit and new attitude!"

"A life-changing weekend."

-- Chief executive, leading communications corporation

"Amazed that no one had perceived this need previously. Or maybe they did and just couldn't pull it off. Dee's experience advising CEOs, training and her down-to-earth style make it work."

-- Prominent management consultant, professor and author

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Our company has excellent development programs.

Will Fast Forward University™ bring added value?

Yes. Typically client companies are known for caring about their employees and profits. They are often bench-mark companies, with a history of innovation, internal promotion, and strong management. We won't accept work from a company unless we can make a difference. If we cannot bring substantial additional value, we will tell you so-quickly and directly.

How long has Fast Forward University™ been in existence?

The CEO Perspective Group, Fast Forward's parent company, has given similar advice and workshops for nearly two decades. In the 1989 article "How To Handle Sudden Success", Working Woman magazine featured Soder as the business coach for rapidly advancing individuals with limited experience. **Fast Forward University™** was formalized in 2004 when the need for a focused service was realized.

We have a global corporation employing many thousands, including numerous high potential individuals. How are attendees selected?

Corporations often ask division heads to nominate high potential individuals, working with the human resources officer to refine the attendee list. A business unit may conduct a Fast Forward program for an area or a specific group-either independently or as a pilot for the company. We will work with you on the best strategy, criteria and communications for your company-whether it is one or multiple sessions.

Who leads the Fast Forward University™ workshops? Is Dr. Soder a speaker?

Soder is the Fast Forward workshop leader. Her expertise is often amplified by an elite group of affiliate senior executives. Senior executives from the corporation are encouraged to be guest speakers and participate in the case studies.

What are the charges for Fast Forward University™ programs?

For individual coaching?

Needs and goals vary widely; accordingly **Fast Forward University™** programs may be based per participant or by workshop. Costs of facilities, meals, travel and lodging is extra. Modifications to the standard program are charged on a time and materials basis. Charges for individual advice are similar to executive coaching, either by the hour or retainer.

Can I still get advice even if I wasn't chosen to attend our company's program?

Yes, assuming you meet Fast Forward's criteria and the company does not object.

Our company is in the midst of reorganization and other changes. Should we postpone Fast Forward University™?

Every situation is different, but postponement is typically not needed or advocated. Postponement is not necessary since the program requires little additional effort from management. Company speakers and comments need to be more carefully considered during reorganizations. Fast Forward University has helped to reassure high potential employees during times of change, plus improve communication and interpersonal skills.

Where are Fast Forward University™ Courses held?

Generally the courses have been held onsite at the company, but they may be held in various locations. Specialized video or other equipment is not needed, plus the class size makes the



" Different from other
training programs...
Truly Valuable!"
-FF Attendees

location flexible.

Is it necessary to start with Fast Forward I?

No. We will discuss with you the content of the courses and experience of attendees to ensure the best solution for your needs. For example, if Fast Forward II is preferred primarily due to its influence management session, this may be added to the basic course.

How are speakers selected?

Speakers have been top and senior executives of the company discussing a relevant topic; for example, the North American Head of Sales for a technology company spoke about the importance of relationships during lunch. Some sections provide an excellent opportunity to observe and interact with the attendees but do not require prepared remarks, for example the Yorkville Management case or Surviving Blunders.

What follow-up is there after a Fast Forward I program?

Fast Forward II is recommended for the following year, but additional programs are not necessary. We will provide you suggestions to ensure there is continued progress. A **Fast Forward University™** manual and video will be available in the future. Individual coaching is available also.

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DR. DEE A. SODER

Fast Forward University™ & CEO Perspective Group

The founder of **Fast Forward University™**, Dr. Soder has decades of experience helping executives of all ages excel. A leading adviser to top executives, companies, and boards, Soder spent a year researching, developing and testing this unique accelerated training program for high potential young adults. Years of working closely with interns and others early in their careers have enriched her insights and ability to communicate with the next generation of leaders.

The pioneer of executive coaching, a multibillion dollar industry, Soder is consistently cited by the Wall Street Journal, Fortune Magazine, CNN, CBS Marketwatch, and NBC as "the country's top executive advisor," "the CEO's coach," and "the CEO's consigliere."

As the founder and managing partner of the CEO Perspective Group, Soder advises top management on a wide range of issues: For over 15 years, Boards of Directors have asked Soder to conduct highly sensitive assessments to determine the status of chief executives. Clients include corporations, private equity firms, government, investment banks, non-profits, as well as highly successful individuals -- the leaders in every field.

Soder's career is full of "firsts." She was a Vice President at Prudential; led one of the President's Reorganization Projects for the White House; was Staffing Director for the District of Columbia; a chief of the D.C. Police Department; and a partner at Rohrer, Hibler, and Replogle (psychological consulting firm). While Senior Research Psychologist for the US Office of Personnel Management, she co-founded the highly regarded Personnel Testing Council in Washington 25 years ago.

Soder's ability to translate her extensive technical background into practical results has frequently resulted in awards such as commendations from President Carter, Chase Bank, the District of Columbia, the New York City Police Department, and plaudits from the Brookings Institution, the American Medical Association, the U.S. Secret Service, U.S. Chamber of Commerce, NACD, Directors and Boards magazine and the American Association of University Women. Over the years, she has been a professor at several universities.

Soder is on the Board of the Women's Campaign Fund and is a former director of several other nonprofit boards. She was one of three people recognized in the Labor Department's Glass Ceiling report and has been honored many times for her work helping women advance. She volunteers considerable time to federal law enforcement agencies. Soder's insights and advice to leaders were featured on television, radio, print, and online after September 11 -- helping businesses and law enforcement better address crisis. A sought after speaker, Soder has given over 20 keynotes and panels on leadership and ethics. Her articles and research on CEO assessment and evaluation have received considerable acclaim from members of Congress, associations, governance experts, and key business leaders.

Attending graduate school at night, Soder earned a B.S. with Special Distinction, Phi Beta Kappa, M.S., and Ph.D. in Psychology, with an emphasis on industry and legal applications, from the University of Oklahoma, as well as post-doctoral work in assessment and forensic psychology from George Washington University.



REGINA M. BEMJAMIN, MD, MBA

Dr. Benjamin leads **Fast Forward's Health-Related Division** and is a principle member of **Fast Forward III**, helping women and minorities excel. Acclaimed for her leadership in medicine, business and work for the medically underserved, Regina is an inspiration for many. After attending Morehouse School of Medicine and receiving her medical degree from University of Alabama Birmingham, she started a solo practice in Bayou La Batre, Alabama (a small shrimping village). After several years moonlighting in emergency rooms and nursing homes to keep the practice open, and with an MBA from Tulane under her belt, Dr. Benjamin converted her practice to a rural health clinic which serves approximately 5,000 people on a shoe-string budget. Several years ago, a hurricane destroyed the clinic, requiring her to see patients from her pickup truck for 2 years until the clinic was rebuilt. She still makes house calls.

A Kellogg National Fellow and a Rockefeller Next Generation Leader, Dr. Benjamin was elected in 1995 to the American Medical Association Board of Trustees, the first African-American woman and first person under age 40 to be elected to the Board. As past president of the AMA's Education and Research Foundation and a member of the AMA Council on Ethical and Judicial Affairs, Regina deliberates and discusses society's most complex issues. Her work has earned her 3 honorary doctorates. Regina received the Nelson Mandela Award for Health and Human Rights.

She is a member of the National Academy of Science's Institute of Medicine, a diplomat of the American Board of Family Practice, a Fellow of the American Academy of Family Physicians, and a director of the Federation of State Medical Boards. Appointed to key committees and commissions by both Republican and Democrats, Dr. Benjamin is well known in Washington for her sage advice on health, minority and rural issues.

Regina is a sought-after board member due to her ability to work with diverse individuals and sound judgment. Many of her past and present board memberships have related to education and health, such as the Kaiser Commission on Medicaid and the Uninsured, Catholic Health East, Mobile Chamber of Commerce, United Way of Mobile, Physicians for Human Rights, the National Board of Medical Examiners, the editorial board of British Medical Journal North America and Florida A&M University.

Dr. Benjamin was named by Time Magazine as one of the "Nation's 50 Future Leaders Age 40 & Under". She was featured in a New York Times article, "Angel in a White Coat", "Person of the Week" on ABC's World News Tonight with Peter Jennings, "Women of the Year" by CBS This Morning, and People Magazine. She was featured on the December 1999 cover of Clarity Magazine, received the 2000 National Caring Award which was inspired by Mother Teresa, and is on the January 2003 cover of Reader's Digest.

Her innovative, practical approach to solving problems is exemplified by her work as Director of USA Telemedicine in Alabama. Recognizing the need to connect rural health providers with medical experts in distant cities, she obtained 11.5 million in research funds to create, develop and implement this award-winning program. Dr. Benjamin directed the delivery and integration of medical education and specialty healthcare services to patients and clinicians in rural and medically underserved areas through the use of advanced telecommunications technology. Thus a cardiac expert hundreds of miles away can hear the same heartbeat simultaneously with a rural doctor. This Telemedicine program is now outsourced to a consulting firm, enabling Regina to devote her efforts to **Fast Forward University™**.



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(405) 841-1123

www.fastforwardu.com

*" I could ask about anything--
always got a
direct answer.."
-FF Client*

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The CEO Perspective Group, Fast Forward's parent company, has given similar advice and workshops for nearly two decades. In the 1989 article "How To Handle Sudden Success", Working Woman magazine featured Soder as the business coach for rapidly advancing individuals with limited experience. **Fast Forward University™** was formalized in 2004 when the need for a focused service was realized.

We have a global corporation employing many thousands, including numerous high potential individuals. How are attendees selected?

Corporations often ask division heads to nominate high potential individuals, working with the human resources officer to refine the attendee list. A business unit may conduct a Fast Forward program for an area or a specific group-either independently or as a pilot for the company. We will work with you on the best strategy, criteria and communications for your company-whether it is one or multiple sessions.

Who leads the Fast Forward University™ workshops? Is Dr. Soder a speaker?

Soder is the Fast Forward workshop leader. Her expertise is often amplified by an elite group of affiliate senior executives. Senior executives from the corporation are encouraged to be guest speakers and participate in the case studies.

What are the charges for Fast Forward University™ programs?

For individual coaching?

Needs and goals vary widely; accordingly **Fast Forward University™** programs may be based per participant or by workshop. Costs of facilities, meals, travel and lodging is extra. Modifications to the standard program are charged on a time and materials basis. Charges for individual advice are similar to executive coaching, either by the hour or retainer.

Can I still get advice even if I wasn't chosen to attend our company's program?

Yes, assuming you meet Fast Forward's criteria and the company does not object.

Our company is in the midst of reorganization and other changes. Should we postpone Fast Forward University™?

Every situation is different, but postponement is typically not needed or advocated. Postponement is not necessary since the program requires little additional effort from management. Company speakers and comments need to be more carefully considered during reorganizations. Fast Forward University has helped to reassure high potential employees during times of change, plus improve communication and interpersonal skills.

Where are Fast Forward University™ Courses held?

Generally the courses have been held onsite at the company, but they may be held in various locations. Specialized video or other equipment is not needed, plus the class size makes the

" Different from other
training programs...
Truly Valuable!"
-FF Attendees

location flexible.

Is it necessary to start with Fast Forward I?

No. We will discuss with you the content of the courses and experience of attendees to ensure the best solution for your needs. For example, if Fast Forward II is preferred primarily due to its influence management session, this may be added to the basic course.

How are speakers selected?

Speakers have been top and senior executives of the company discussing a relevant topic; for example, the North American Head of Sales for a technology company spoke about the importance of relationships during lunch. Some sections provide an excellent opportunity to observe and interact with the attendees but do not require prepared remarks, for example the Yorkville Management case or Surviving Blunders.

What follow-up is there after a Fast Forward I program?

Fast Forward II is recommended for the following year, but additional programs are not necessary. We will provide you suggestions to ensure there is continued progress. A **Fast Forward University™** manual and video will be available in the future. Individual coaching is available also.

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DR. DEE A. SODER

Fast Forward University™ & CEO Perspective Group

The founder of **Fast Forward University™**, Dr. Soder has decades of experience helping executives of all ages excel. A leading adviser to top executives, companies, and boards, Soder spent a year researching, developing and testing this unique accelerated training program for high potential young adults. Years of working closely with interns and others early in their careers have enriched her insights and ability to communicate with the next generation of leaders.

The pioneer of executive coaching, a multibillion dollar industry, Soder is consistently cited by the Wall Street Journal, Fortune Magazine, CNN, CBS Marketwatch, and NBC as "the country's top executive advisor," "the CEO's coach," and "the CEO's consigliere."

As the founder and managing partner of the CEO Perspective Group, Soder advises top management on a wide range of issues: For over 15 years, Boards of Directors have asked Soder to conduct highly sensitive assessments to determine the status of chief executives. Clients include corporations, private equity firms, government, investment banks, non-profits, as well as highly successful individuals -- the leaders in every field.

Soder's career is full of "firsts." She was a Vice President at Prudential; led one of the President's Reorganization Projects for the White House; was Staffing Director for the District of Columbia; a chief of the D.C. Police Department; and a partner at Rohrer, Hibler, and Replogle (psychological consulting firm). While Senior Research Psychologist for the US Office of Personnel Management, she co-founded the highly regarded Personnel Testing Council in Washington 25 years ago.

Soder's ability to translate her extensive technical background into practical results has frequently resulted in awards such as commendations from President Carter, Chase Bank, the District of Columbia, the New York City Police Department, and plaudits from the Brookings Institution, the American Medical Association, the U.S. Secret Service, U.S. Chamber of Commerce, NACD, Directors and Boards magazine and the American Association of University Women. Over the years, she has been a professor at several universities.

Soder is on the Board of the Women's Campaign Fund and is a former director of several other nonprofit boards. She was one of three people recognized in the Labor Department's Glass Ceiling report and has been honored many times for her work helping women advance. She volunteers considerable time to federal law enforcement agencies. Soder's insights and advice to leaders were featured on television, radio, print, and online after September 11 -- helping businesses and law enforcement better address crisis. A sought after speaker, Soder has given over 20 keynotes and panels on leadership and ethics. Her articles and research on CEO assessment and evaluation have received considerable acclaim from members of Congress, associations, governance experts, and key business leaders.

Attending graduate school at night, Soder earned a Phi Beta Kappa, M.S., and Ph.D. in Psychology, with an emphasis on industry and legal applications, from the University of Oklahoma, as well as post-doctoral work in assessment and forensic psychology from George Washington University.

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www.fastforwardu.com

*" I could ask about anything--
always got a
direct answer.."
-FF Client*

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"Accelerated training and coaching of the next generation of executives is essential for business and potential leaders."

*Dr. Dee A. Soder
Founder, Fast Forward University™
CEO Perspective Group
Executive Coaching Pioneer*

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OVERVIEW

Fast Forward University™ is a unique series of programs for young leaders and potential corporate stars. These condensed, highly interactive programs enable those early in their career to rapidly transition and contribute to business.

The fact is that our best educated, most talented young people do not initially understand what it takes to succeed in business, nor do they possess the **real world skills essential in corporate America**. The resultant loss to businesses and high potential individuals is dramatic.

Decades of experience advising top and senior executives enabled **Dr. Dee Soder** to identify this unmet need and develop a tightly focused program for young leaders. She incorporated many of the insights, experience with senior leaders, and learning that achieved her recognition as "**the leading adviser to top executives**," "best in the country," "**pioneer of executive coaching**" and "CEO's consigliere" by the Wall Street Journal, Fortune, Harvard Business Review, National Association of Corporate Directors, Brookings and prominent others.

Over a year of extensive research, analysis, and testing was spent developing this "**boot camp for potential corporate stars**". Many exceptional corporate leaders, educators, and young achievers provided considerable time, insights and anecdotes to add further value to Fast Forward. Several prominent human resource executives devoted many hours to ensure Fast Forward met the needs of large and small companies, was readily tailored and enhanced their development programs. "**Our orientation and training programs are better than most-but they aren't geared to high potentials or sufficiently in depth**," noted one senior human resource executive. "**Fast Forward has immediate, long-lasting results.**"

Fast Forward University™ has three primary group programs, plus individual advisory services to provide real-world training and practical skills. **Fast Forward I** is the basic course, targeting those early in their careers. Attendees learn what is necessary to succeed, including the proper attitude, presence, behavior and skills. **Fast Forward II** builds on prior training and experiences on key matters, including management, leading meetings and projects, relationships with clients and senior executives.

Corporations wishing to accelerate the advancement of high potential women and minorities will be interested in **Fast Forward III**, similar to the much acclaimed "Beyond Competence"© series developed by Dr. Soder in the nineties that helped hundreds of women advance to the highest levels. Individual advisory sessions are also available for potential leaders with the requisite drive and ability. Fast Forward attendees in any program will learn concrete skills, concepts and ways of working on a wide range of topics with notable, lasting changes in behaviors and attitudes.

Fast Forward is not right for everyone.

To see if it is right for your company or you, see below:

RIGHT FOR YOUR BUSINESS?

RIGHT FOR YOU?

*"Beyond superlatives -
I learned the secrets
to success in business."
- FF Attendee*



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PROGRAMS

Fast Forward University™ programs are intense and highly interactive, utilizing advanced learning and experiential techniques to rapidly impart information and new behaviors. In small group settings of 25 to 50 people, attendees learn real world skills and perspectives that apply to current and future situations-ensuring long-lasting value. Senior company executives are frequently guest speakers, enhancing Dr. Soder's advice. Typically lasting two days, all programs and sessions are readily tailored for a company or group, including law firms and medical centers.

▶ **FAST FORWARD I**

Fast Forward I is designed for those just entering the corporate world and those early in their careers.

[click here for more information](#)

▶ **FAST FORWARD II**

Fast Forward II emphasizes the behaviors and knowledge needed by individuals progressing in their careers.

[click here for more information](#)

▶ **FAST FORWARD III**

Fast Forward III accelerates the advancement of high potential women and minorities in corporations, providing rapid integration and progress.

[click here for more information](#)

Individual coaching and advisory sessions are available for those with the drive and ability. Individual sessions may have a specific goal or issue, such as interviewing, learning to "speak up" or appropriately promote oneself. Coaching is often sought by young adults who want to "move ahead of the competition". For nearly 2 decades young leaders have benefited from Soder's wisdom and advice (www.ceoperspective.com); this is now a formal offering.

Fast Forward programs and coaching are immensely valuable to participants and corporations, returning many times over the investment.

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COMMENTS

A groundbreaking program, feedback has been uniformly positive from **Fast Forward University™** participants. Sponsoring companies and universities, guest speakers, and attendees have been enthusiastic about the immediate and long-term benefits of the programs. Individuals from diverse backgrounds, countries and with varying levels of experience have found common ground in their desire for personal improvement and their ability to make significant contributions to their organizations.

To ensure broad applicability, the pilot program was held at a Midwestern university (Oklahoma), known for its progressive MBA program and high percentage of international students. Thirty percent of this select group were not US citizens. Nearly all pilot participants had prior work experience in a variety of industries, from Fortune 100 to small advertising companies, with experience managing 1 to 50 plus employees. The program was so positively received that only minor refinements were needed in Fast Forward I.

Company executives, guest speakers and contributors to the Fast Forward programs have been extremely positive about the value to their businesses, citing the multiple benefits. **"The best parents, schools and company programs aren't enough-people still learn the most critical skills via mistakes, observation and random feedback,"** declared a Fortune 100 chief executive. Costly communication and other mistakes are reduced, plus there are fewer human resource problems as Fast Forward addresses the attitude, presence and other "soft" issues. This is a bold new concept-a boot camp for potential corporate stars with incredible ROI for corporations and smart executives.

*" Thanks to Soder...
I'm on my way."
-FF Attendee*

FF Attendee Comments

"My business future now has a different ending!"

"More valuable than my MBA.I learned things not taught in books or traditional leadership programs."

"I now see myself as a leader in any country. now I can handle any situation."

" Learned my boss is always right-even when she's not. "

"Soder's advice is very specific--and works! This is not your typical program."

"I had advanced classes in school--small,lot to learn,very motivating--FF is similar but better."

Senior Executive Comments

"Is a critical addition to our orientation and training programs, plus allows newer employees to participate more effectively in the business, "

-- Senior Human Resources executive, Investment Bank

"I'm considered a role model-but I learned a lot from the 'managing others' sessions," - - Award-winning female entrepreneur

"The enthusiasm was over-whelming. And contagious-department heads all remarked on the positive changes in attendees. They all want to attend a course. Soder's remarkable."

-- Dean of Business School

"Even born leaders need guidance. Should be requisite for any company-know this would have helped me."

"Can't stop talking about how much I learned."

" Told for years I needed to be a better team-player...in 2 days I learned what to change...now I get asked for advice!"

"I am much more aware of the impression to convey to new clients and subordinates"

"Getting rid of my beard was just the beginning-my hair is now short, new glasses, a new suit and new attitude!"

"A life-changing weekend."

-- Chief executive, leading communications corporation

"Amazed that no one had perceived this need previously. Or maybe they did and just couldn't pull it off. Dee's experience advising CEOs, training and her down-to-earth style make it work."

-- Prominent management consultant, professor and author

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FAQ

Our company has excellent development programs.

Will Fast Forward bring added value?

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What are the charges for Fast Forward programs? For individual coaching?

Needs and goals vary widely; accordingly **Fast Forward University™** programs may be based per participant or by workshop. "Friends of the firm" and early adopters receive discounted rates, as do those desiring multiple sessions. Costs of facilities, meals, travel and lodging is extra. Modifications to the standard program are charged on a time and materials basis. Charges for individual advice are similar to executive coaching, either by the hour or retainer.

Can I still get advice even if I wasn't chosen to attend our company's program?

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DR. DEE A. SODER

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*" I could ask about anything--
always got a
direct answer.."
-FF Client*

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*Dr. Dee A. Soder
Founder, Fast Forward University™
CEO Perspective Group
Executive Coaching Pioneer*

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Over a year of extensive research, analysis, and testing was spent developing this "**boot camp for potential corporate stars**". Many exceptional corporate leaders, educators, and young achievers provided considerable time, insights and anecdotes to add further value to Fast Forward. Several prominent human resource executives devoted many hours to ensure Fast Forward met the needs of large and small companies, was readily tailored and enhanced their development programs. "**Our orientation and training programs are better than most-but they aren't geared to high potentials or sufficiently in depth**," noted one senior human resource executive. "**Fast Forward has immediate, long-lasting results.**"

Fast Forward University has three primary group programs, plus individual advisory services to provide real-world training and practical skills. **Fast Forward I** is the basic course, targeting those early in their careers. Attendees learn what is necessary to succeed, including the proper attitude, presence, behavior and skills. **Fast Forward II** builds on prior training and experiences on key matters, including management, leading meetings and projects, relationships with clients and senior executives.

Corporations wishing to accelerate the advancement of high potential women and minorities will be interested in **Fast Forward III**, similar to the much acclaimed "Beyond Competence"© series developed by Dr. Soder in the nineties that helped hundreds of women advance to the highest levels. Individual advisory sessions are also available for potential leaders with the requisite drive and ability. Fast Forward attendees in any program will learn concrete skills, concepts and ways of working on a wide range of topics with notable, lasting changes in behaviors and attitudes.

Fast Forward is not right for everyone.

To see if it is right for your company or you, see below:

RIGHT FOR YOUR BUSINESS?

RIGHT FOR YOU?

*"Beyond superlatives -
I learned the secrets
to success in business."
- FF Attendee*



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PROGRAMS

Fast Forward University programs are intense and highly interactive, utilizing advanced learning and experiential techniques to rapidly impart information and new behaviors. In small group settings of 25 to 50 people, attendees learn real world skills and perspectives that apply to current and future situations-ensuring long-lasting value. Senior company executives are frequently guest speakers, enhancing Dr. Soder's advice. Typically lasting two days, all programs and sessions are readily tailored for a company or group, including law firms and medical centers.

▶ **FAST FORWARD I**

Fast Forward I is designed for those just entering the corporate world and those early in their careers.

[click here for more information](#)

▶ **FAST FORWARD II**

Fast Forward II emphasizes the behaviors and knowledge needed by individuals progressing in their careers.

[click here for more information](#)

▶ **FAST FORWARD III**

Fast Forward III accelerates the advancement of high potential women and minorities in corporations, providing rapid integration and progress.

[click here for more information](#)

Individual coaching and advisory sessions are available for those with the drive and ability. Individual sessions may have a specific goal or issue, such as interviewing, learning to "speak up" or appropriately promote oneself. Coaching is often sought by young adults who want to "move ahead of the competition". For nearly 2 decades young leaders have benefited from Soder's wisdom and advice (www.ceoperspective.com); this is now a formal offering.

Fast Forward programs and coaching are immensely valuable to participants and corporations, returning many times over the investment.

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COMMENTS

A groundbreaking program, feedback has been uniformly positive from Fast Forward University participants. Sponsoring companies and universities, guest speakers, and attendees have been enthusiastic about the immediate and long-term benefits of the programs. Individuals from diverse backgrounds, countries and with varying levels of experience have found common ground in their desire for personal improvement and their ability to make significant contributions to their organizations.

To ensure broad applicability, the pilot program was held at a Midwestern university (Oklahoma), known for its progressive MBA program and high percentage of international students. Thirty percent of this select group were not US citizens. Nearly all pilot participants had prior work experience in a variety of industries, from Fortune 100 to small advertising companies, with experience managing 1 to 50 plus employees. The program was so positively received that only minor refinements were needed in Fast Forward I.

Company executives, guest speakers and contributors to the Fast Forward programs have been extremely positive about the value to their businesses, citing the multiple benefits. **"The best parents, schools and company programs aren't enough-people still learn the most critical skills via mistakes, observation and random feedback,"** declared a Fortune 100 chief executive. Costly communication and other mistakes are reduced, plus there are fewer human resource problems as Fast Forward addresses the attitude, presence and other "soft" issues. This is a bold new concept-a boot camp for potential corporate stars with incredible ROI for corporations and smart executives.

" Thanks to Soder...
I'm on my way."
-FF Attendee

FF Attendee Comments

"My business future now has a different ending!"

"More valuable than my MBA.I learned things not taught in books or traditional leadership programs."

"I now see myself as a leader in any country. now I can handle any situation."

" Learned my boss is always right-even when she's not. "

"Soder's advice is very specific--and works! This is not your typical program."

"I had advanced classes in school--small,lot to learn,very motivating--FF is similar but better."

Senior Executive Comments

"Is a critical addition to our orientation and training programs, plus allows newer employees to participate more effectively in the business, "

-- Senior Human Resources executive, Investment Bank

"I'm considered a role model-but I learned a lot from the 'managing others' sessions," - - Award-winning female entrepreneur

"The enthusiasm was over-whelming. And contagious-department heads all remarked on the positive changes in attendees. They all want to attend a course. Soder's remarkable."

-- Dean of Business School

"Even born leaders need guidance. Should be requisite for any company-know this would have helped me."

-- Chief executive, leading communications

"Can't stop talking about how much I learned."

" Told for years I needed to be a better team-player...in 2 days I learned what to change...now I get asked for advice!"

"I am much more aware of the impression to convey to new clients and subordinates"

"Getting rid of my beard was just the beginning-my hair is now short, new glasses, a new suit and new attitude!"

"A life-changing weekend."

corporation

"Amazed that no one had perceived this need previously. Or maybe they did and just couldn't pull it off. Dee's experience advising CEOs, training and her down-to-earth style make it work."

-- Prominent management consultant, professor and author

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FAQ

Our company has excellent development programs.

Will Fast Forward bring added value?

Yes. Typically client companies are known for caring about their employees and profits. They are often bench-mark companies, with a history of innovation, internal promotion, and strong management. We won't accept work from a company unless we can make a difference. If we cannot bring substantial additional value, we will tell you so-quickly and directly.

How long has Fast Forward UniversityT been in existence?

The CEO Perspective Group™, Fast Forward's parent company, has given similar advice and workshops for nearly two decades. In the 1989 article "How To Handle Sudden Success", Working Woman magazine featured Soder as the business coach for rapidly advancing individuals with limited experience. Fast Forward UniversityT was formalized in 2004 when the need for a focused service was realized.

We have a global corporation employing many thousands, including numerous high potential individuals. How are attendees selected?

Corporations often ask division heads to nominate high potential individuals, working with the human resources officer to refine the attendee list. A business unit may conduct a Fast Forward program for an area or a specific group-either independently or as a pilot for the company. We will work with you on the best strategy, criteria and communications for your company-whether it is one or multiple sessions.

Who leads the Fast Forward workshops? Is Dr. Soder a speaker?

Soder is the Fast Forward workshop leader. Her expertise is often amplified by an elite group of affiliate senior executives. Senior executives from the corporation are encouraged to be guest speakers and participate in the case studies.

What are the charges for Fast Forward programs? For individual coaching?

Needs and goals vary widely; accordingly Fast Forward UniversityT programs may be based per participant or by workshop. "Friends of the firm" and early adopters receive discounted rates, as do those desiring multiple sessions. Costs of facilities, meals, travel and lodging is extra. Modifications to the standard program are charged on a time and materials basis. Charges for individual advice are similar to executive coaching, either by the hour or retainer.

Can I still get advice even if I wasn't chosen to attend our company's program?

Yes, assuming you meet Fast Forward's criteria and the company does not object.

Our company is in the midst of reorganization and other changes. Should we postpone Fast Forward?

Every situation is different, but postponement is typically not needed or advocated. Postponement is not necessary since the program requires little additional effort from management. Company speakers and comments need to be more carefully considered during reorganizations. Fast Forward has helped to reassure high potential employees during times of change, plus improve communication and interpersonal skills.

Where are Fast Forward Courses held?

Generally the courses have been held onsite at the company, but they may be held in various locations. Specialized video or other equipment is not needed, plus the class size makes the



" Different from other
training programs...
Truly Valuable!
-FF Attendees

location flexible.

Is it necessary to start with Fast Forward I?

No. We will discuss with you the content of the courses and experience of attendees to ensure the best solution for your needs. For example, if Fast Forward II is preferred primarily due to its influence management session, this may be added to the basic course.

How are speakers selected?

Speakers have been top and senior executives of the company discussing a relevant topic; for example, the North American Head of Sales for a technology company spoke about the importance of relationships during lunch. Some sections provide an excellent opportunity to observe and interact with the attendees but do not require prepared remarks, for example the Yorkville Management case or Surviving Blunders.

What follow-up is there after a Fast Forward I program?

Fast Forward II is recommended for the following year, but additional programs are not necessary. We will provide you suggestions to ensure there is continued progress. A Fast Forward UniversityT manual and video will be available in the future. Individual coaching is available also.

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DR. DEE A. SODER

Fast Forward UniversityT& CEO Perspective Group

The founder of Fast Forward UniversityT, Dr. Soder has decades of experience helping executives of all ages excel. A leading adviser to top executives, companies, and boards, Soder spent a year researching, developing and testing this unique accelerated training program for high potential young adults. Years of working closely with interns and others early in their careers have enriched her insights and ability to communicate with the next generation of leaders.

The pioneer of executive coaching, a multibillion dollar industry, Soder is consistently cited by the Wall Street Journal, Fortune Magazine, CNN, CBS Marketwatch, and NBC as "the country's top executive advisor," "the CEO's coach," and "the CEO's consigliere."

As the founder and managing partner of the CEO Perspective Group, Soder advises top management on a wide range of issues: For over 15 years, Boards of Directors have asked Soder to conduct highly sensitive assessments to determine the status of chief executives. Clients include corporations, private equity firms, government, investment banks, non-profits, as well as highly successful individuals -- the leaders in every field.

Soder's career is full of "firsts." She was a Vice President at Prudential; led one of the President's Reorganization Projects for the White House; was Staffing Director for the District of Columbia; a chief of the D.C. Police Department; and a partner at Rohrer, Hibler, and Replogle (psychological consulting firm). While Senior Research Psychologist for the US Office of Personnel Management, she co-founded the highly regarded Personnel Testing Council in Washington 25 years ago.

Soder's ability to translate her extensive technical background into practical results has frequently resulted in awards such as commendations from President Carter, Chase Bank, the District of Columbia, the New York City Police Department, and plaudits from the Brookings Institution, the American Medical Association, the U.S. Secret Service, U.S. Chamber of Commerce, NACD, Directors and Boards magazine and the American Association of University Women. Over the years, she has been a professor at several universities.

Soder is on the Board of the Women's Campaign Fund and is a former director of several other nonprofit boards. She was one of three people recognized in the Labor Department's Glass Ceiling report and has been honored many times for her work helping women advance. She volunteers considerable time to federal law enforcement agencies. Soder's insights and advice to leaders were featured on television, radio, print, and online after September 11 -- helping businesses and law enforcement better address crisis. A sought after speaker, Soder has given over 20 keynotes and panels on leadership and ethics. Her articles and research on CEO assessment and evaluation have received considerable acclaim from members of Congress, associations, governance experts, and key business leaders.

Attending graduate school at night, Soder earned a Phi Beta Kappa, M.S., and Ph.D. in Psychology, with an emphasis on industry and legal applications, from the University of Oklahoma, as well as post-doctoral work in assessment and forensic psychology from George Washington University.

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*" I could ask about anything--
always got a
direct answer.."
-FF Client*

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