



## **"EMOTIONAL INTELLIGENCE INTERGENDER-DIVERSITY-PEOPLE LEADERSHIP COMPETENCIES"**

### **1-on-1 Executive Coaching Key Elements**

**(To Be Customized in Collaboration with Client)**

- Pre-Meeting conversation to “break the ice,” review pre-session materials, and clarify the program’s personal, professional & organizational Goals
- One-on-One meetings between the Executive & the DiversiTeam Consultant that include:
  - Review of some of the Events/Reasons for this Coaching Process
  - Reflections on and Responses to the pre-session Materials
  - Key "Emotional Intelligence Leadership Respect” Principles
  - 360 Individual, Climate & Leadership Assessment Process
  - Self-Assessment Exercises to Identify Executive’s/Manager’s Strength and Areas in Need of Improvement
  - Review, analysis & discussion of all Assessment Results
  - Review, discussion & analysis of Leadership Video Vignettes
  - Self-Assessment Exercises to Identify Executive’s/Manager’s Strength and Areas in Need of Improvement
  - Shadowing & Observing of Executive in “Real Time”
  - Reading and Reviewing of additional workbook materials that focus on Executive/Managerial Responsibilities for both Preventing and Reducing Diversity, &/or Intergender &/or People Problems
  - Agreement on Next-Step Action Strategies to help Heal, Repair, Prevent, Re-Build Trust, & Initiate the Process of Soon Becoming a Leadership Role Model for “Best Professional Practices”
- Follow-up Visits &/or Telephone Consultations to offer Confidential Counsel to the Executive, reinforce the spirit and content of the previous sessions & commitments, & provide guidance to help accomplish the goal to effectively “Walk the Talk” as a “Best Practices” Leader.
- Submission of a Confidential, written Consultant’s Summary Report including action commitments for which the executive is committed to be held accountable by the organization

**Leveraging Diversity to Advance  
Individual and Organizational Excellence**

