



"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**

