

## EQ Strategist Framework for Executive Coaching

### Delivery Format

Live online or live in-person.

### Who Should Attend

Aspiring Leaders, Middle to Senior Management, C-level leaders.

### Duration

Typically, 6 to 12 one-hour sessions over a course of 3 to 6 months.

### Course Aim

Personalised coaching on a specific area of leadership, culture, influence, emotional intelligence, personal well-being, presentation skills, leading change, taking a business to another level.

### Benefits of Attending

Participants at this workshop will experience the following benefits:

- Greater confidence in decision making
- Create results faster through the benefits of learning and applying a proven framework and having someone by your side who will hold you accountable and push you beyond what you think was possible
- Turn great ideas into action and habit, eventually helping you with personal transformation
- Become an even better leader of self and others

### What it Covers

Typically, 6 to 12 one-hour on-on-one sessions over a course of 3 to 6 months. The topic of each session is pre-planned through personalised coaching program developed for the coachee after the initial analysis and assessment phase (see Delivery Strategy below) with flexibility on the part of the coachee to request for each specific session to help address a pertinent area that the coachee needs support with. Each session will typically also include a discussion of wins, challenges and also goal-setting and commitments to actions that will be taken before the next coaching session.

### Delivery Strategy

At EQ Strategist, our approach to coaching is built on the following foundations:

- Our belief is that the coachee has the answers – our role is to help the coachee deepen self and social awareness through the use of questions designed to elicit reflection and enhance consciousness – what his strengths and non-strengths are, habitual styles of communicating and leading and the impact this has on the emotions and behaviours of others around him and the results that creates

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- Where the coachee seeks guidance, where it will assist with the resourcefulness of the individual and range of solutions, our role as the coach is to offer perspectives that he may not have considered. These are communicated not as answers but as options and possibilities

Our coaching approach is summarised below:

- Telephone interviews with a minimum of six stakeholders (peers, direct reports, third party stakeholders e.g. suppliers) to get initial feedback on coachee's strengths and non-strengths
- An Emotional Capital Report (ECR) 360 Assessment
- From the above, develop a customised coaching program in collaboration with coachee
- A 12-session coaching program (2 monthly sessions per month) run over an initial period of 6 months and if required, extended for another 6 months thereafter. Each coaching session will be conducted via Skype or telephone
- Job shadowing for two full days (once within the first month) and thereafter within 3-9 months)
- Regular (monthly for the first two months and then once every two months thereafter) status reporting over the phone for both coachee and coaching sponsor
- Unlimited e-mail support

### Sample Coaching Program – "Building high performance culture"

EQ Strategist are specialists in human performance coaching development. To achieve the desired outcomes, we propose a 12 session / 6-month coaching program as follows:

Month	Coaching Description	Theme
1	Coaching session 1	Set and agree framework and goals for coaching program Review ECR360 Assessment feedback Create action plan for acting on ECR Assessment feedback Agree on updates to this coaching program based on feedback
1	Job shadowing	Will include voice and if possible, video recording of coachee delivering a talk or presentation, conducting a meeting, dealing with performance issues, observation of verbal and written communication skills  As a result of this job shadowing, a summary of observations and coaching points will be provided to the coachee both during the course of the day and at subsequent coaching sessions
1	Coaching session 2	Review observations from job shadowing Set goals based on feedback from job shadowing
2	Coaching session 3	<b>Theme:</b> Emotional self-awareness, exercising self-control and managing stress by managing one's physiology and focusing on ideal desired outcomes  How to use self-awareness and reflection to understand one's emotions and its impact on behaviour and results and to regulate

		this effectively using changes in movement, breathing and physiological changes
2	Coaching session 4	<b>Theme:</b> How to manage one's emotional states through effective self-talk and the use of empowering questions
3	Coaching session 5	<b>Theme:</b> How to establish rapport and manage relationships
3	Coaching session 6	<b>Theme:</b> How to deepen empathy and listen effectively
4	Job shadowing	Will include voice and if possible, video recording of coachee delivering a talk or presentation, conducting a meeting, dealing with performance issues, observation of verbal and written communication skills  As a result of this job shadowing, a summary of observations and coaching points will be provided to the coachee both during the course of the day and at subsequent coaching sessions
4	Coaching session 7	<b>Theme:</b> Anticipating and managing scepticism
4	Coaching session 8	<b>Theme:</b> Aligning your team on the vision and purpose
5	Coaching session 9	<b>Theme:</b> Effective performance management, giving feedback and managing poor performance
5	Coaching session 10	<b>Theme:</b> Using transformational vocabulary and communicating with authenticity with passion
6	Coaching session 11	<b>Theme:</b> How to identify key influencers and elicit support for key ideas
6	Coaching session 12	<b>Theme:</b> Creating a culture of healthy conflict
6	Review and assess program effectiveness	Review successes and improvements relative to original goals set.