



## **Executive Coaching starts with six, one-hour sessions for \$1,250.00**

### **Program Overview:**

These first six sessions are primarily focused on laying a foundation of emotional and social intelligence. There is flexibility to discuss other urgent topics, but emotional and social intelligence is the priority.

#### **Pre-Work:**

Client completes Wants, Values & Purpose form, and SOCIAL STYLE & Versatility Multi-Rater Profile

#### **Session # 1:**

We discuss behavioral patterns, observable behavior and introduce to the SOCIAL STYLE Model

#### **Session # 2:**

We discuss client's dominant pattern of behavior and realities of their SOCIAL STYLE

#### **Session # 3:**

We discuss the dominant patterns of behavior and SOCIAL STYLE of key relationships

#### **Session # 4:**

We assess the realities of our key relationships and reset realistic expectations each of them

#### **Session # 5:**

We discuss what Versatility and Resiliency looks like in key work relationships and develop interaction plans for each key relationship

#### **Session # 6:**

Review of previous five sessions, set personal goals and establish next steps

Detailed breakdown on following pages

## Program Breakdown:

### Pre-Work:

Client completes Wants, Values & Purpose form, and SOCIAL STYLE & Versatility Multi-Rater Profile

- Introduction meeting with client to discuss wants, concerns and set expectations.
- Client completes the Executive Coaching Entry Form challenging them to consider their current state, values and purpose.
- Client completes the SOCIAL STYLE & Versatility Multi-Rater Profile.

### Session # 1:

We discuss behavioral patterns, observable behavior and introduce to the SOCIAL STYLE Model

- Learn about Behavior Patterns, Dimensions of Behavior and Observable Behavior
- Client challenged to consider their own behaviors
- Client challenged to consider the behaviors of their comfortable and challenging relationships
- Introduction to SOCIAL STYLE & Versatility Model

**Homework:** Client is given their SOCIAL STYLE & Versatility Profile Report and asked to read it and note any interesting observations, questions and concerns.

### Session # 2:

We discuss client's dominant pattern of behavior and realities of their SOCIAL STYLE

- Review client's SOCIAL STYLE & Versatility Profile Report
- Discuss observations, questions and concerns
- Deeper dive into the SOCIAL STYLE & Versatility Model; exploring characteristics, strengths, weaknesses, security needs, interaction preferences, stress triggers and stress responses of each SOCIAL STYLE.
- Introduction to Key Relationships Worksheet and SOCIAL STYLE Navigator

**Homework:** Client downloads the SOCIAL STYLE Key Relationships Worksheet and is asked to outline 10 key relationships important to them and state if they are comfortable or challenging. In SOCIAL STYLE Navigator they will answer 14 observations about each key relationship and estimate each relationship's SOCIAL STYLE. The result will be each key relationship and their SOCIAL STYLE outlined on a single page for further observation and discussion.

### **Session # 3:**

We discuss the dominant patterns of behavior and SOCIAL STYLE of key relationships

- Review client's Key Relationships Worksheet
- Discuss observations, questions and likely patterns of each key relationship
- Take a closer look into comfortable and challenging relationships
- Introduction to Direct Reports Versatility Worksheet

**Homework:** Client downloads the SOCIAL STYLE Key Relationships Worksheet and is asked to outline 10 key relationships important to them and state if they are comfortable or challenging. In SOCIAL STYLE Navigator they will answer 14 observations about each key relationship and estimate each relationship's SOCIAL STYLE. The result will be each key relationship and their SOCIAL STYLE outlined on a single page for further observation and discussion

### **Session # 4:**

We assess the realities of our key relationships and reset realistic expectations each

- Discuss real behavior and relationships dynamics of each key relationship
- Explore why some relationships tend to be comfortable, while others tend to be challenging
- Discuss and set realistic expectations for each key relationship

**Homework:** Objectively observe the behaviors and interactions of key relationships and consider how to work with them in alignment with their security needs and interaction preferences.

### **Session # 5:**

We discuss what Versatility and Resiliency looks like in key work relationships and develop interaction plans for each key relationship

- Explore what Versatility and Resiliency looks like in each key relationship
- Discuss how client needs to show up differently with different people to meet needs and interaction preferences
- Consider client's SOCIAL STYLE and their strengths, weaknesses, security needs, interaction preferences and stress dynamics in relationship to similar factors with key relationships
- Discuss strategies to be more Versatile and Resilient to build better relationships and get better result

**Homework:** Continue to objectively observe behaviors and interactions and continue to practice Versatile and Resilient behaviors for better relationships and results.

### **Session # 6:**

The goal of this session is to discuss and answer any final client observations or questions, so they are as confident as possible with the experience, available resources and their development plan moving forward.