# **Executive Coaching**

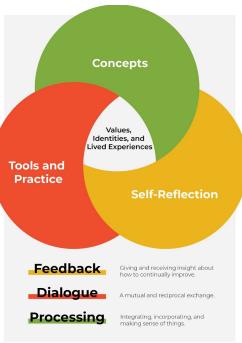
Are you looking for an executive coach who can work with you on real-time challenges associated with workplace effectiveness...and who centers you—not a prescribed program or script—in the relationship?

The DJA Coaching Model TM centers our clients, their identities, values, lived experiences, unique strengths and developmental goals. Coaching relationships are designed to meet the needs of the individual, including just in time coaching, short-term, targeted packages, and longer-term engagements with use of research-based and validated assessments.

Our coaches work with clients ranging in role and level of responsibility, including:

- Executives
- Senior Leaders
- Directors and Mid-Level Managers
- HR and Diversity Leaders, Functional Specialists
- High Potential Employees

## DJA Coaching Model $^{\text{TM}}$



Most requested areas of focus:

- Managing a diverse team
- Overcoming imposter system and harnessing your unique voice
- Increasing awareness of individual style and impact
- Enhancing interpersonal impact and effectiveness

#### **Assessments**

Our team is certified in the most credible assessments for providing self-reflection and/or 360-degree feedback.





DeEtta Jones NET GENERATION GLOBALLEADERSHIP





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# **Executive Coaching**

#### **Our Coaches**

The hallmarks of our coaching team is that it:

- includes ICF certified coaches along with coaches specifically specializing in EDI and role-specific coaching;
- represent rich diversity of identities, professional backgrounds and geographies;
- include expertise coaching senior leaders and executives;
- possess expertise in contemporary equity, diversity and inclusion issues, and how those impact individual performance.



### **Coaching Process**



Target areas for learning, growth and ways to measure progress



Reflection and Co-Create agendas to focus on a particular or commitments to issue/opportunity that the future requires exploration.

## **DJA Coaching Guiding Principles**

Focus on the **Positive** 

The positive core that is present in all people is the obvious starting point in a coaching relationship. Affirming effective practice is more constructive than internalizing weakness.



Capitalize on

Coaching should build on personal strengths to identify targeted skill practice toward measurable goals. Talents, knowledge, and skills-along with the time spent practicing, developing your skills, and building your knowledge base—combine to create your strengths.



Share Responsibility for Excellence

Both parties must take responsibility for the success of the coaching relationship. This means that communication must be open, timely and honest. It also means both parties: are focused on helping the client meet identified goals; follow through on commitments; and strive for excellence in process as well as outcomes.





Contact us at helpdesk@DeEttaJones.com to schedule a consultation with our team to find the right coach for you or your team!



#### \*Other packages also available

#### **Coaching Packages**

Our coaching packages are designed for busy leaders. We work directly with managers and leaders to meet your specific goals.

1:1 Coaching 3 Sessions of **Executive Coaching**  \$1,000

\$9,500

Group Coaching (min. of 9 people)

Two 90-min workshops in group and 1 individual coaching session; or 190-min group workshop and 2 individual coaching

sessions.