

‘Leadership Guidance’ and ‘DEI Coaching’

Number of sessions	6 (apart from the intake and individual time)
Total duration:	6 hours
Lead time:	10 weeks

Session 0: intake <i>(free)</i>	PURPOSE: <ul style="list-style-type: none"> • Get to know each other. • Discussing the proposed approach and deciding together on a way forward. • Agreements for optimal cooperation and results.
Time: 30' – 45' Planning: Week 0 Method: Face-to-face	

Session 1: Setting goals	PURPOSE: Understanding your long-term goals, identifying them and putting them explicitly in clear language.
Time: 60' Planning: Week 1 Method: Online	

Individual time	Completing online personality questionnaires (Personal values, The Saboteurs, VIA, MBTI, ...) This is an important preparation for the next session and it develops a specific vocabulary.
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Session 2: 'Know yourself'	PURPOSE:
Time: 60' Planning: Week 3 Method: Online	<ul style="list-style-type: none"> • Discussion and reflection on the results of the personality questionnaires and self-reflection. • Gaining more self-insight through sparring with your coach.

Session 3: Planning	PURPOSE:
Time: 60' Planning: Week 4 Method: Online	<ul style="list-style-type: none"> • Discovering your own path, and... • ... making it SMART.

Individual time: DO	Start walking your path in the workplace, and elsewhere. Reflect on how it feels.
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Session 4: Check	PURPOSE:
Time: 60' Planning: Week 6 Method: Online	<ul style="list-style-type: none"> • Evaluation and discussion of your experiences of the past two weeks. • Do you get what you want? Is your goal still the same? • The path is a work in progress: fine-tuning or adjusting.

Individual time: ACT	Keep walking your path in the workplace.
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Session 5: Check	PURPOSE:
Time: 60' Planning: Week 8 Method: Online	<ul style="list-style-type: none"> • Evaluation and discussion of your experiences of the past two weeks. • Do you get what you want? Is your goal still the same? • The path is a work in progress: fine-tuning or adjusting.

Individual time: ACT	Keep walking your path in the workplace.
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Session 6: Wrap-up	PURPOSE:
<p>Time: 60'</p> <p>Planning: Week 10</p> <p>Method: Face-to-face / Online</p>	<ul style="list-style-type: none"> • Evaluation and discussion of your experiences of the past two weeks. • How can you continue to improve your actions on your own? <p>Sustainability and self-reliance in aligning and adjusting your goals and actions.</p>