# Machine Learning Methods for Discourse Segmentation of Communications in E-Mail Based Behavioral Interventions

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**Abstract** Communication science approaches to developing effective behavior interventions, such as motivational interviewing (MI), are limited by traditionally manual qualitative coding of communication exchanges, which is a very resource-intensive and time-consuming process. This study focuses on the analysis of e-Coaching sessions, behavior interventions that are delivered via email and grounded in the principles of MI. A critical step towards automated annotation of e-Coaching communication exchanges is segmentation of emails into textual fragments that correspond to MI behaviors. In this work, we formulate this task as a classification problem and propose lexical, punctuation and topic features to address it. We experimented both with traditional machine learning methods, such as Support Vector Machine (SVM), Naive Bayes and K-Nearest Neighbor (KNN) classifiers and recurrent neural networks (RNNs). Results indicate that SVM outperformed KNN and RNNs achieving 0.990 macro F1-score overall and 0.848 and 0.995 macro F1-score for detecting "new segment" and "same segment" classes, respectively.

#### Introduction

The emergence of e-Health technologies opened up new ways to deliver a variety of behavioral interventions to any demographic group of patients in any geographical location. Motivational interviewing (MI), an evidence-based communication technique to increase intrinsic motivation and self-efficacy for behavior change <sup>1-3</sup>, is one type of these interventions. MI sessions are generally aimed at eliciting "change talk", or statements of intrinsic motivation about patients' own desire, ability, reasons, need for and commitment to behavior change, which have been established by previous research<sup>4</sup> as a reliable mediator of health behavior change. However, communication science approaches to understanding the efficacy of MI are inherently limited by traditional qualitative coding methods.

Qualitative coding of motivational interviews with pre-defined codes has been traditionally performed manually by trained annotators, which is a tedious and resource-intensive process that involves several iterations of reading, comprehension and interpretation of interview transcripts. Rapidly developing computational technologies, specifically, machine learning methods, offer a unique opportunity to accelerate this process. In particular, machine learning methods have been successfully applied to a variety of analytical tasks involving textual data, such as classification<sup>5</sup> and sentiment analysis<sup>6</sup>. In our previous work, we examined the utility of machine learning methods for automated annotation<sup>7,8</sup> and analysis<sup>9</sup> of in-person MI sessions. Specifically, we demonstrated that machine learning methods can be utilized for annotation of MI transcripts according to a simple communication code scheme with the accuracy comparable to human coders<sup>7</sup>. Experimental data utilized in these studies, however, were prepared by transcribing audio conversations, which were clearly segmented into utterances by a counselor, a patient and a caregiver.

In this study, we focus on the analysis of e-Coaching sessions, behavior interventions that are delivered via email and grounded in the principles of motivational interviewing. Specifically, the e-Coaches involved in this study used emails to communicate motivation-enhancing messages that encourage healthy eating among GenY adolescents. e-Coaching data is comprised of email responses, which are free-text documents, unlike more traditional dyadic clinical interviews that are naturally segmented into utterances due to their conversational nature.

The unstructured nature of e-Coaching exchanges poses a unique set of challenges for their qualitative analysis. A significant barrier to fully automating the behavior coding process of e-Coaching emails is their segmentation into tex-

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tual fragments that correspond to distinct communication behaviors. Automating this task is a unique and challenging problem due to the following major reasons:

- 1. Emails are unstructured text that contains informal information exchange in a non-traditional format.
- 2. Discourse segments in e-Coaching emails do not necessarily correspond to sentences or collection of sentences. One sentence can be segmented into multiple MI behavior fragments. On the other hand, an MI behavior may comprise several sentences.

Figure 1 illustrates a segmentation of an e-Coaching email exchange, in which the first sentence is segmented into 2 MI behavior fragments, while the fourth and fifth segments correspond to one and three sentences, respectively. Segmentation of e-Coaching emails corresponds to a special type of discourse analysis 10 aimed at better understanding the effective e-Coaching communication strategies and revealing the unique socio-psychological characteristics of a patient.

On Mon Nov 10 20:40:02 2014, XXX wrote:

Hi XXX, I haven't had a chance to look through MD 5 or 6, but I've found a few veggies that I like to pack and take with me. I just have to prep them more. Thanks XXX

(Email Date: 2014-11-11 10:29:18)

Hi XXX,

It's good to hear from you at sounds like you found a plan that works for you as long as you are able to find time to prep veggies for on-the-go snacks. Sometimes people find inspiration for making a change by considering things that are important to them. There is some evidence that behavior change is often easier when it relates to your own values and goals. This might be helpful in finding reasons to keep up with what you are now doing you stated that being considerate, respected, and responsible are important to you How, if at all, would you say that eating better and having more energy would help you be considerate and respected? How about to be more responsible?

I look forward to hearing from you again soon,

γγγ

# Figure 1: Example of e-Coaching emails segmented into fragments that correspond to MI behaviors of an e-Coach and a patient.

The goal of this research study is to assess the applicability of machine learning methods for automated segmentation of e-Coaching emails into textual fragments corresponding to individual behaviors, which is the first step of the coding process of e-Coaching communications. In particular, we introduced lexical, topic and punctuation features and experimented with both traditional supervised machine learning methods, such as Support Vector Machine (SVM), Naive Bayes (NB) and K-Nearest Neighbor (KNN) classifiers and deep learning methods, such as Long Short Term Memory (LSTM) and Gated Recurrent Unit (GRU), to find the best performing method and feature combination.

Relevant previous work in the biomedical domain primarily focused on segmentation of text into sections and headers<sup>11–14</sup> or sentence boundary detection<sup>15–17</sup>. Apostolova et al.<sup>11</sup> applied SVM along with word-vector cosine similarity metric combined with several heuristics to segment clinical reports into sections, such as demographics, history, procedure, finding and impression. After identification of each line in the document, Tepper et al.<sup>13</sup> trained Maximum Entropy models for section classification. Denny et al.<sup>12</sup> proposed a SecTag algorithm, which combined natural language processing techniques, terminology-based rules and Naive Bayes classifier to identify the sections and headers that achieved 99% recall with 95.6% precision. On the other hand, SVM based on prosodic and part of speech features<sup>16</sup> and recurrent convolutional neural networks using word embeddings<sup>15</sup> were utilized for detecting sentence boundaries. Segmentation of e-Coaching emails is different from a traditional shallow discourse analysis of conversa-

tions<sup>18</sup> in that the focus is on segmentation, rather than on determining the types of transitions between the utterances or assigning utterances to speakers.

Recently, an online clinical intervention called MENU GenY<sup>19</sup> (Making Effective Nutrition Choices for Generation Y) was proposed and evaluated. MENU GenY is a technology-based public health intervention that relies on personalized e-coaching to encourage increased fruit and vegetable intake among young adults, aged 21-30. The goal of MENU GenY was to develop a better coding dictionary among GenY to improve eating habits. However, segmentation of clinical conversation in the context of electronically delivered interventions, in particular, segmentation of clinical interaction text into groups of MI behaviors, is still performed manually, which slows down qualitative analysis of these interventions. This study introduces a novel computational approach to address this problem and the authors are unaware of any other work that focused on the same problem.

#### Methods

#### Data collection

The experimental dataset for this work was constructed from 49 e-coaching sessions, which include a total of 3,138 segmented and annotated MI behaviors. Each session represents an MI intervention delivered via email. During pre-processing, we removed all non-ASCII characters and applied stemming to normalize morphological variants of related concepts, such as "eating", "eats" and "eat". We formulate the segmentation task as a binary classification problem, as illustrated in Figure 2 and experimented both with traditional machine learning methods, such as Support Vector Machine (SVM), Naive Bayes (NB) and K-Nearest Neighbor (KNN) classifiers and recurrent neural networks (RNNs), such as Long Short Term Memory (LSTM) and Gated Recurrent Unit (GRU). For NB, SVM and KNN models, e-Coaching email exchanges are partitioned into adjacent word pairs. Each pair is classified into either "new segment" or "same segment" class. The gold standard is manually segmented where adjacent word pairs are classified into "new segment" class. If all adjacent word pairs of a block of text are classified into "same segment" class, the entire block is treated as one textual fragment corresponding to a single MI behavior. In total, we obtained 95,421 word pairs, which include 3,138 "new segment" and 92,283 "same segment" instances. For RNNs, a block of text was taken as input sequence, such that one-hot encodings of each word or punctuation marks in a block were used as input into an RNN and binary labels (1 or 0) corresponding to "new segment" and "same segment" classification decision were considered as the output of RNN at each step. In the gold standard, words within the same segment were assigned the label of 0 and the last word or punctuation mark of a segment were assigned the label of 1.

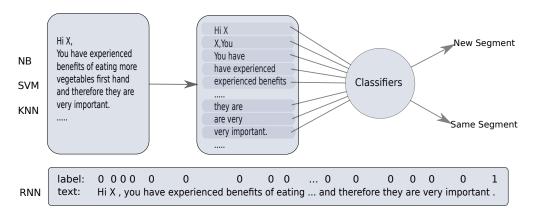


Figure 2: Transformation of text segmentation task into text classification task.

#### **Features**

We utilized three types of features in conjunction with SVM, NB and KNN methods: lexical, punctuation and topic features. Lexical features represent each word in a pair as a binary vector, in which 1 corresponds to the word in

question and 0 to all other words. Since topic models<sup>8,20,21</sup> have been shown to be effective semantic abstractions of individual words, we derived topic features from Labeled LDA<sup>22</sup>, a topic model for annotated corpora. We considered each textual segment in the training set as a document and the MI code assigned to the segment as a label. First, we derived a label-specific multinomial p(w|l) for each label l from the word distributions p(w|l,z) for topic z specific to label l by marginalizing over topics:

$$p(w|l) = \sum_{z=1}^{K} p(w|z, l)$$
 (1)

where K is the optimal number of topics experimentally determined to minimize perplexity. After that, distributions over labels, p(l|w), for each word were obtained from label-specific multinomials p(w|l) using Bayesian inversion:

$$p(l|w) = \frac{p(w|l)p(l)}{p(w)}$$
(2)

## Classifiers

We experimented both with traditional classifiers, including Naive Bayes (NB)<sup>23</sup>, Support Vector Machine (SVM)<sup>24</sup>, K-Nearest Neighbor (KNN)<sup>25</sup> and two variants of Recurrent Neural Networks (RNNs)<sup>26</sup>: Long Short Term Memory (LSTM)<sup>27</sup> and Gated Recurrent Unit (GRU)<sup>28</sup>.

**Naive Bayes**: this model estimates the prior probability of classes along with conditional probabilities of each feature given the class. Then, the posterior probability is computed to predict the class for each sample by applying the Bayes rule with the assumption that features are conditionally independent. We used Multinomial Naive Bayes in experiments.

**Support Vector Machine**: state-of-the-art supervised classification method proven to be effective for text categorization<sup>29</sup> for its ability to cope with high dimensional input feature space. SVM finds the hyperplane that maximizes the separation between the closest "new segment" and "same segment" training examples. We used L1-regularized linear SVM with squared error minimization in experiments.

**K-Nearest Neighbor**: this method considers each training sample as a point in the input feature space. For a new test sample, Euclidean distance is calculated to find the k-nearest classified neighbors from the training set. Finally, the test sample is classified into a majority class of its k-nearest neighbors. We experimentally determined that best performance was achieved when the number of neighbors is 3.

**Recurrent Neural Networks**: RNN is a neural network architecture designed to capture sequential patterns. When we predict the new segment point using RNNs, particular combinations of words in a sequence will indicate the change of MI behavior. Long Short Term Memory (LSTM) networks<sup>27</sup> are a special type of RNN that are capable of

handling variable size input sequence and have an internal memory that can be reset. GRU<sup>28</sup> is a variant of LSTM mathematically represented by the following formula:

$$z_t = \sigma(W_z x_t + U_z h_{t-1} + b_z) \tag{3}$$

$$r_t = \sigma(W_r x_t + U_r h_{t-1} + b_r) \tag{4}$$

$$\tilde{h}_t = tanh(W_h x_t + r_t \odot U_h h_{t-1} + b_h) \tag{5}$$

$$h_t = z_t \odot h_{t-1} + (1 - z_t) \odot \tilde{h}_t \tag{6}$$

In Eq. 3-6,  $\sigma$  corresponds to sigmoid function and  $\odot$  designates an element-wise product. The update gate  $z_t$  and reset gate  $r_t$  at time step t are computed by the Eq. (3) and (4), where  $W_z$ ,  $W_r$ ,  $W_h$ ,  $U_z$ ,  $U_r$ ,  $U_h$  are the weight matrices and  $b_z$ ,  $b_h$  and  $b_r$  are bias vectors. The activation  $h_t$  of the GRU at time t is a linear combination of previous activation  $h_{t-1}$  and the candidate activation  $\tilde{h}_t$ , which is represented by Eq. (6) and (5). Our GRU model includes one hidden layer, output layer and input layer. We reset our model state after feeding each input sequence where input was given as one-hot encoding of word vector. Since LSTM and GRU use one-hot vector as input, results for these models are reported only when lexical and punctuation features are used. We experimentally determined that the best performance is achieved when the number of hidden units is 25, batch size is 1 and Adam<sup>30</sup> is used for optimization.

#### Evaluation metrics

We report standard metrics for experiments (precision, recall and F1-measure) to evaluate the performance of binary classifiers<sup>31</sup>. However, accuracy is not reported as a performance metric because accuracy is highly sensitive to the prior class probabilities and does not fully describe the actual difficulty of the decision problem for an unbalanced dataset. The results are reported based on 5 folds cross-validation and weighted macro-averaging over the folds. We also estimate the area under the receiving operating characteristics (ROC) curve<sup>32</sup> (AUC) metric due to its effectiveness in measuring the quality of binary classifiers for imbalanced datasets<sup>33</sup>.

#### Results

Our experimental results have two important directions. First, results are reported with respect to "new segment" and "same segment" classes as well as their weighted average in Table 1. Second, classification performance of different machine learning methods are outlined in Tables 2, 3 and 4 when topic features are extracted with different probabilistic generative latent variable models.

**Table 1:** Performance of NB, SVM and KNN methods for identification of "new segment" and "same segment" classes as well as their weighted average. The highest value for each performance metric is highlighted in bold.

Method	new segment			same segment			overall			
	Precision	Recall	F1	Precision	Recall	F1	Precision	Recall	F1	
lexical features only										
NB	0.594	0.662	0.626	0.988	0.985	0.987	0.975	0.974	0.975	
SVM	0.762	0.673	0.715	0.989	0.993	0.991	0.981	0.982	0.982	
KNN	0.808	0.663	0.728	0.989	0.995	0.992	0.983	0.984	0.983	
lexical and puctuation features										
LSTM	0.800	0.646	0.714	0.993	0.994	0.994	0.986	0.983	0.984	
GRU	0.800	0.715	0.741	0.994	0.994	0.994	0.986	0.985	0.986	

As follows from Table 1, KNN outperforms all other models in terms of precision and F1-measure achieving 0.808 precision with 0.728 F1-measure for new segment detection. KNN also shows superior performance in all performance metrics for "same segment" class and weighted average over "new segment" and "same segment" classes. NB demonstrates the lowest performance among all models in terms of all performance metrics. On the other hand, SVM has the highest recall of 0.673 when only lexical features are used to identify "new segment". Results indicate that

performance of classifiers is remarkably higher for "same segment" class compared to "new segment" class, which is expected since 96.71% instances belong to "same segment" categories. For example, KNN achieves 22.40%, 50.07% and 36.26% higher precision, recall and F1-measure, respectively, in "same segment" identification compared to "new segment" detection. When lexical features are used in combination with punctuation mark, GRU demonstrates the best performance in all cases showing 10.68% higher recall and 3.78% higher F1-measure than LSTM for "new segment" identification, 0.1% higher precision than LSTM for "same segment" identification and 0.2% higher recall and 0.2% higher F1-measure than LSTM for overall classification.

**Table 2:** Performance of NB, SVM and KNN methods with different topic model-based features for identification of "new segment" class in e-Coaching emails, when all features are used together. The highest value for each performance metric is highlighted in bold.

Method	L-LDA-based topic features			DL-LDA-based topic features			LCA-based topic features		
	Precision	Recall	F1	Precision	Recall	F1	Precision	Recall	F1
NB	0.573	0.680	0.622	0.573	0.677	0.621	0.593	0.662	0.626
SVM	0.800	0.799	0.799	0.848	0.849	0.848	0.836	0.839	0.837
KNN	0.808	0.741	0.773	0.814	0.732	0.771	0.814	0.740	0.775

Table 2 summarizes the performance of NB, SVM and KNN models for detecting "new segment" class. We observed that classification performance significantly improved for "new segment" class when lexical features are used in combination with punctuation and model-based topic features. Precision increases by 4.99% and 0%, 11.29% and 0.74% and 9.71% and 0.74% for SVM and KNN; recall increases by 18.72% and 17.06%, 26.15% and 15.64% and 24.67% and 16.90% for SVM and KNN; and F1-measure increases by 11.75% and 6.18%, 18.60% and 5.91% and 17.06% and 6.46% for SVM and KNN when L-LDA, DL-LDA and LCA-based topic features are used in conjunction combination with lexical and punctuation features, respectively. On the other hand, NB has very negligible impact of punctuation and model-based topic features. In contrast to results in Table 1, SVM demonstrates the best performance among all models achieving 0.848, 0.849 and 0.848 for precision, recall and F1-measure, respectively, when DL-LDA-based topic features are used in conjunction with lexical and punctuation features. NB and KNN provide their best performance when LCA-based topic features are used, achieving 0.626 and 0.775 F1-measure, respectively.

**Table 3:** Performance of NB, SVM and KNN methods with different topic model-based features for identification of "same segment" class in e-Coaching emails, when all features are used together. The highest value for each performance metric is highlighted in bold.

Method	L-LDA-based topic features			DL-LDA-k	pased topi	ic features	LCA-based topic features		
	Precision	Recall	F1	Precision	Recall	F1	Precision	Recall	F1
NB	0.989	0.983	0.986	0.989	0.983	0.986	0.988	0.985	0.987
SVM	0.993	0.993	0.993	0.995	0.995	0.995	0.995	0.994	0.994
KNN	0.991	0.994	0.993	0.991	0.994	0.993	0.991	0.994	0.993

Similar to baseline performance, classification performance is remarkably higher for "same segment" class compared to "new segment" class (Table 3). The impact of punctuation and topic model-based features is also consistent with "new segment" classification while improvements are not as significant as "new segment" class. We observed that precision increases by 0.4% and 0.2%, 0.6% and 0.2% and 0.6% and 0.2% for SVM and KNN; recall increases by 0% and -0.1%, 0.2% and -0.1% and 0.1% and -0.1% for SVM and KNN; and F1-measure increases by 0.2% and 0.1%, 0.4% and 0.1% and 0.3% and 0.1% for SVM and KNN when L-LDA, DL-LDA and LCA-based topic features are used in conjunction combination with lexical and punctuation features, respectively. Similar to results in Table 2, NB and KNN demonstrate the lowest and moderate performance on the task of identifying "same segment", respectively.

Table 4 summarizes the weighted average results of the models for segmentation of e-Coaching emails. Overall, SVM has the best performance across all topic model-based features in terms of all performance metrics, achieves 0.990

**Table 4:** Performance of NB, SVM and KNN methods with different topic model-based features for segmentation of e-Coaching emails as a weighted average over "same segment" and "new segment" classification results, when all features are used together. The highest value for each performance metric is highlighted in bold.

Method	L-LDA-based topic features			DL-LDA-b	ased topi	c features	LCA-based topic features		
	Precision	Recall	F1	Precision	Recall	F1	Precision	Recall	F1
NB	0.975	0.973	0.974	0.975	0.973	0.974	0.975	0.974	0.975
SVM	0.987	0.987	0.987	0.990	0.990	0.990	0.989	0.989	0.989
KNN	0.985	0.986	0.985	0.985	0.986	0.985	0.985	0.986	0.986

precision, recall and F1-measure when DL-LDA-based topic features are used. Similar to results in Tables 1, 2 and 3, NB demonstrates the lowest performance among all methods while shows best performance with LCA-based topic features compared to other model-based topic features. Influence of the additional features is also consistent with the results in Tables 2 and 3. Precision increases by 0.9% and 0.2%; recall increases by 0.8% and 0.2%; and F1-measure increases by 0.8% and 0.3% for SVM and KNN methods, respectively, when lexical feature is used in combination with punctuation and best model-based topic features.

#### Discussion

This study is the first effort to evaluate the automatic segmentation of e-Coaching emails. Experimental results indicate that SVM is the best model among all machine learning methods considered for this study. SVM achieved 0.990 F1-measure in overall, 0.848 and 0.995 F1-measures for detecting "new segment" and "same segment", respectively. The robust performance of SVM provides the evidence that machine learning models are capable to learn conceptual information from clinical exchange. It also indicates that topic features are more important than lexical features, even when deep learning methods are employed. Although the domain of this study was intentionally quite small, we believe that our study is not limited to the e-Coaching domain and it can be successfully applied to other domains, in which discourse segmentation is a preliminary step for annotation.

Punctuation mark and topic model-based features made a significant improvement in performance of all machine learning methods. Among all topic model-based feature, the DL-LDA-based topic feature provides the highest performance in "new segment" and "same segment" classification as well as weighted average over "new segment" and "same segment" classification results. In nearly all cases, ML methods perform better, when lexical features are used in combination with punctuation and topic model-based features. This results also indicate that segmentation performance might be improved by adding additional relevant features.

In this paper, results are reported by each class to avoid confusion regarding overall model performance due to severe class imbalance. In addition, standard metrics: precision, recall and F1-measure were used to eliminate doubt about the model performance since accuracy is misleading for imbalanced datasets. AUC is also utilized due to its effectiveness in measuring the quality of binary classifiers for imbalanced datasets<sup>33</sup>, which are demonstrated by the ROC curves in Figure 3. Although NB provides lowest classification results, it shows the highest AUC values, achieving 0.978 AUC when only lexical features are used and 0.977 AUC when a combination of lexical, punctuation and topic features are used. On the other hand, KNN and SVM exhibit 0.972 and 0.833 AUCs when only lexical features are used; and 0.966 and 0.922 AUCs when a combination of lexical, punctuation and topic model-based features are used. Finally, LSTM demonstrates lowest AUC values among all machine learning models, achieving 0.82 AUC, while GRU achieves 4.15% higher AUC than LSTM. The conclusion drawn from the ROC curves also confirmed the robustness and superiority of KNN model for the segmentation of clinical exchange.

We observed moderate performance of RNN, in particular, LSTM and GRU for the text segmentation. We believe that RNN will perform better if a larger dataset is utilized. In this study, we employed 3,138 examples of boundary case which limit to achieve the best performance. We also observed that GRU performs better than LSTM, which was observed in previous studies<sup>28</sup>.

Although punctuation mark plays an important role in segmentation boundary detection and large numbers of errors

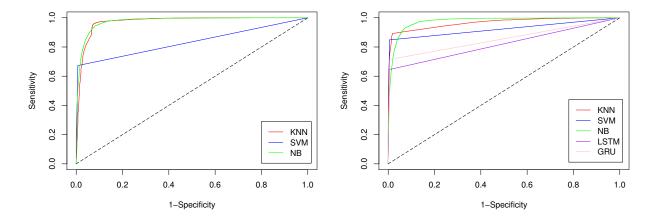


Figure 3: Receiver operating characteristic curves showing the performance of binary classifiers for the segmentation of e-Coaching text when lexical features (left) and combination of lexical, DL-LDA-based topic (except LSTM and GRU) and punctuation features (right) are used.

were encountered by the false positive of boundary identification. For example, a text segment from an e-Coaching email "A typical day in regards to fruit and vegetable has me eating about a serving at breakfast (our caf has cut up fruit) and then maybe a piece of fruit later in the day or as a snack. Vegetable tends to be a side serving at lunch and dinner and I get celery or carrot cuts with dressing for a snack a lot of times. I could probably add some sort of vegetable into my breakfast (like spinach in an omelet) and snack on another piece of fruit when I quotemark m hungry rather than the junk food I tend to eat." incorrectly segmented after the first sentence where a punctuation mark was encountered. Similarly, additional information is a common cause for misclassification of an email segment into multiple segments. For instance, the first sentence of the above email segment represents a positive commitment to adolescent's behavior change then next two sentences provide an additional information to support their commitment.

Our proposed approach is novel for the segmentation of e-Coaching emails since previous studies mainly focused on the segmentation of text into sections, headers and sentences. However, this study segmented clinical exchange into groups of MI behaviors which will significantly reduce the amount of resource and time required to segment clinical exchange manually. Furthermore, these segmentation models could be integrated with auto coding classifiers to build a software pipeline for automated annotation of exchanges.

The limitation of this study is that e-Coaching data is collected from a single medical institute; formatting, style and email segment can be different in other settings. Therefore, there is a need to replicate the experiments with different data sets. As our future work, we plan to evaluate our approach to other datasets for discourse analysis.

### Conclusion

Segmentation of e-Coaching emails is an integral part of developing e-Coaching interventions. Although several studies have focused on clinical interventions, they are limited by the qualitative coding of clinical interactions. In addition, previous studies in the medical domain mainly segmented clinical text into sections and sentences, none of them considered segmentation of text into groups of MI behaviors in the setting of discourse analysis with emails. In this paper, we compared the performance of machine learning models for the task of segmentation of e-Coaching text. We found out that SVM provides the best performance for the segmentation of text in terms of all performance metrics. Manual segmentation of e-Coaching data is very resource-intensive and time-consuming task, which can significantly decrease the time and effort required to develop an effective behavioral intervention. Our proposed methods can help to identify individual text segments, which can be annotated directly with a classification model. This approach will also help for developing fully automated e-Coaching and accelerate the pace of identifying effective communication strategies.

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