

EXECUTIVE COACHING & MENTORING – PROGRAM SYNOPSIS (12 MONTHS) **A Process For Becoming An Extraordinary Emotional Leader**

OUTLINE OF THE PROGRAM

The **Executive Coaching & Mentoring** program comprises more than 131 hours of client assessment, one-on-one, telephone, Skype client coaching consultations, and informant interviews with feedforward development reports from emotional intelligence assessments and Global Leadership Report stakeholders "mini-surveys":

1. **Executive Briefing (1 Hr):** Coach meets with Corporate Chairperson or nominee.
2. **Keynote Seminar (2 Hrs):** Client reviews a 1-hour online video on the introduction to the coaching program, emotional intelligence constructs, and how emotion can influence intelligence to develop emotional intelligence practice and is introduced to *The Emotional Leader Program*.
3. **Client Assessments:**
 - a. **Emotional Intelligence Measurement and Reporting (Time 1):** Leader completes the online MSCEIT™ performance test and EQ-i® and Genos EI 360 self-report emotional intelligence tests. Dr. Gosling provides a comprehensive written report summarizing the assessment findings and outlining development opportunities.
 - b. **Genos EI 360:** The client will select up to 6 raters from managers, direct reports, peers, and customers/clients to score their Genos EI 360.
 - c. **Motivational Assessment:** The Genos Employee Motivation Assessment (GEMA) comprises a core list of individual motivational drives that helps individuals compare what they are motivated by in four areas with what they are actually experiencing within their Role, Manager, Team, and Organization and how to close gaps that might exist through an action-planning tool kit of ideas.
 - d. **Client Self-Assessment Questionnaire:** Client completes questionnaire for the Coach.
4. **Client Assessment Interview and Reporting (2 Hrs):** by Skype or telephone call.
5. **Client Feedback & Planning Session (2 Hrs):** This session is scheduled once the client has completed his or her *10-Steps To A Development Plan*.
6. **Review Development Plan (1 Hr):** Coach / Client / Manager review the client's *10-Steps To A Development Plan* and agree on the proposed behaviour development goals.
7. **Administration of Online Informant Reports (Time 1):** Client nominates up to 6 stakeholders (managers, peers, direct reports, clients, customers, and vendors) to complete an online Leadership Growth Progress Review (LGPR) 360 mini-survey that offers a focused, digestible amount of information for the leader to review effectiveness progress and success.
8. **Client Completes The Emotional Leader Program Modules.** Access via RelationshipsMe.com
9. **Executive Coaching (24 Hrs):** One-on-one face-to-face, Skype, and telephone executive coaching is conducted over eight months. Feedforward and follow-up email and telephone coaching is provided throughout the year-long coaching period.
10. **Emotional Intelligence Measurement (Time 2):** Coaching clients and raters (where applicable) complete the MSCEIT™ and EQ-i® individual and Genos EI 360 emotional intelligence tests. The same raters will be used as in Time 1 online tests. (Retest after minimum twelve month period).
11. **Administration of Online Informant Reports (Time 2):** Client completes a second online Leadership Growth Progress Review (LGPR) 360 mini-survey to assist in your development.
12. **Final Personalised Report:** Clients are provided a final personalised written feedback report on their participation in the coaching process and the change achieved.

13. **Stakeholders Interviews (12 Hrs):** Stakeholders who agree to act as informants for the Leadership Growth Progress Reviews (Items 7 & 11) in this Executive Coaching and Mentoring program agree to attend two interviews with your coach during the yearlong coaching program to provide personalized feedback on the client.
14. **Post-Program Feedforward Session (2 Hrs):** A review and evaluation of the executive coaching & mentoring program with further action steps. This reinforcement session is to help the client identify areas in which he or she has improved their emotional intelligence and set further goals; what did you set out to do, what happened, why, and what you will do next time.

Client Testimonial – At the end of the Executive Coaching & Mentoring Program the client is required to critically evaluate your coach's capacity to facilitate the learning objectives for the course.

SIGN UP FOR EXECUTIVE COACHING AND MENTORING

To enrol in Executive Coaching and Mentoring, contact Dr Mike Gosling at:

Gosling International, PO Box 365, Southport BC, Queensland, 4215 Australia.

Telephone: +61 412 069 460 <http://mikegosling.com/contact/> Email: mike@goslings.net

LOCATION: SOUTH EAST QUEENSLAND – AUSTRALIA

All face-to-face coaching in South East Queensland is conducted at the client premises.

LOCATION: INTERSTATE & INTERNATIONAL

Dr. Gosling travels to attend committed interstate and international clients. For program charges for international travel and accommodation outside South East Queensland, contact Gosling International.

REGISTRATION AND REFUND POLICY

Your total investment in the **Executive Coaching & Mentoring** program is AUD\$40,000 – all of which is due and payable now in advance of the commencement of your program.

You understand that you will receive:

- *The Emotional Leader Program* manual and workbook and *The Emotional leader Playbook*
- One-Year Membership in RelationshipsMe.com membership site with online instant access to the grounding/course study material and extensive resources.
- Access to our Facebook closed support group: Emotional Leader.
- Three (3) EI online assessments (Time 1 & Time 2) including personal development reports with written FeedForward from Dr Gosling PLUS one (1) Motivational Assessment
- 34 Hours of face-to-face, telephone or web conference (Skype) personal consultations with Dr Gosling and discussion of future options.
- 12 Hours Stakeholder informant interviews for your Leadership Growth Progress Reviews.
- A final written report on progress made during coaching and future options.

Register and begin the program and complete the three online emotional intelligence tests and motivational assessment. Learn what your emotional landscape is like, attend to mood, strengthen knowledge, enhance your relations; and practise your eight key *emotional leadership habits*.

If you're not completely satisfied with the training after 30 days, Gosling International will refund your program fee, less an administrative fee of AUD\$1,000 with no questions asked and no further obligations or commitments on your part. These penalties are necessary to cover the resources that are invested on your behalf in administration and pre-work along with the three emotional intelligence tests and motivational assessment that are conducted when you register for the program.

You may keep *The Emotional Leader Playbook*, personal development reports, and any grounding/course study materials you have downloaded – no need to return these to us. Just return *The Emotional Leader Program* manual and workbook and we'll send you a refund of the program fee paid less a penalty of AUD\$1,000 and we'll cancel your program and RelationshipsMe.com online membership.