



## Coaching for Sensitivity Awareness for Executives, Managers, and Sales Professionals

Coaching for Sensitivity Awareness is a results-oriented coaching program designed to produce behavior change in a valued member of the organization. Each 15 hour coaching program is customized to meet the needs of the client. The following description includes typical activities that take place during the program. The curriculum may emphasize issues surrounding harassment, discrimination and basic leadership concepts.

The following is the breakdown of the program:

**Step 1:** Data Collection from the Organization to include organizational culture and background information of the incident that has led to the need for coaching. *(2.5 Hours)*

**Step 2:** Client Initial Meeting *(1.5 Hours)* This session is 1.5 hours with the prospective client establishes the commitment of both parties to the project, and the boundaries of confidentiality.

**Step 3:** Phase 1 of Coaching *(2 Hours)* Personal Data Gathering from Client regarding current relationships, significant life events, aspirations, job history, and perceptions and issues dealing with the incidents that led up to this coaching situation

**Step 4:** Phase 2 of Coaching "**Sexual Harassment from A-Z**" *(2 Hours)*. Encompasses the Law, Company Policy, Types of Harassment, Gray Areas, Guidelines for identifying, Manager Responsibilities, Victims of Sexual Harassment (profile, clues to identify possible victims, why victims don't speak up etc.), The Cost of Sexual Harassment, Preventing and Eliminating Sexual Harassment in the workplace.

The last half hour will be case studies/hypotheticals.

**Step 5:** Phase 3 of Coaching "**Diversity from A-Z**" *(2 Hours)* Definition and Conceptualization, Discrimination Policy, The Dynamics of Inclusion and Difference, The Business Case for Diversity, The Company Harassment Policy, Systemic/Institutional Discrimination, The Competencies of Being an Inclusionary Leader.

The last half hour will be case studies/hypotheticals.

**Step 6:** Phase 4 of Coaching "**Review and Action Planning**" *(2 Hours)*

Overview of the Training

Look Back at the Incidents prompting training

Put together a plan on how to be an Inclusionary Leader

**Step 7:** Follow-up with Company *(1 Hour)* Meeting with the referring client to discuss the client's participation and my prognosis for the client's success. No specifics of our counseling sessions will be shared without the permission of the client.

**Step 8:** A thirty-day follow-up meeting with the client *(1 Hour)*

**Step 9:** A six-month follow-up meeting with the client *(1 Hour)*

Ongoing support from the coach is provided to the individual and the company at no charge.

**KGA, Inc.**

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