

COACHES OF COLOR FOR PEOPLE OF COLOR

Context is everything.

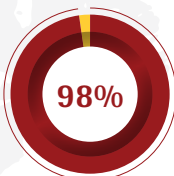
Our coaches understand the unique challenges your employees face every day.

Provide your employees with real-time, personalized support from a coach who has first-hand experience with similar challenges

Current approaches are helpful but insufficient

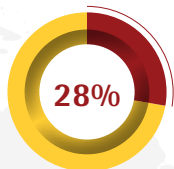
Here's what People of Color in companies like yours have to say:

My company has a diversity program in place



Yes No

I have personally benefited from the diversity program



Source: BCG Global Diversity Survey 2018

Systemic bias is a daily challenge that people of color are too often left to face **ALONE!**

WHAT PEOPLE ARE SAYING

"[My coach] served as a great mentor when I started a new position in management. His experience working with high-level management teams...gave me a trusted resource to go to with any & all questions. Working with him set me up for long-term success in my management role, which I still reap the benefits of, even today."

// Chief of Staff,
Major Market Research Company

"[My coach] provides firm feedback in a caring and objective way. He is great at pushing me just enough beyond my comfort zone to continually encourage me to experiment and grow. After a week, I was starting to notice material changes. I am surprised at the amazing personal progress I've made in the short amount of time that I've worked with him."

// Director,
Fortune 500 Oil & Gas Company

"[My coach] was really great at helping me sort out my goals and getting me focused on what I want to do and where I want to go. I found I was able to make some significant changes very quickly...Thanks a million."

// Entrepreneur



WE NEED MORE WAYS TO SUPPORT DIVERSE TALENT

It's easy, therefore, to see how companies can spend money on diversity initiatives that don't generate results. The senior leaders...who make decisions about how much to invest in diversity and which initiatives to fund lack a clear understanding of **how big the problems are** or **where those problems lie**.

...members of diverse groups do see things differently. Because they have **first-hand experience** of the daily biases that keep them from staying at an organization and rising through the ranks, they see more obstacles across the entire employee life cycle: recruiting, retention, advancement, and the commitment of leaders."

// BCG Global Diversity Survey, 2018

Aspirations and ad hoc interventions are not enough. In the words of one HR director we interviewed: "A disconnect between what the company says and the progress it is making on the ground can seriously erode credibility both inside and outside of the organization, and further contribute to a lack of experienced inclusion".

// McKinsey report "Diversity Wins: How Inclusion Matters, 2019"

WHY COACHES OF COLOR WORKS

We utilize a proven PROFESSIONAL development framework

Coaches leverage our think. interact. act. framework and its 12 focus areas to provide practical coaching and support driven by their experiences as people of color in the corporate world.

We are SUCCESSFUL people of color

Our coaches have had successful careers at companies like **McKinsey & Company, Procter & Gamble, BP, General Mills, AT&T, BNSF, The Mayo Clinic, and GE...** and hold degrees from prestigious institutions in technical and non-technical areas. Most importantly, they have a passion for professional development.

We see THE INDIVIDUAL beyond their race

People of color are people first. Our framework is applied based on interpretation of industry-leading personality assessments, helping your employees use their unique strengths to overcome career challenges.

Give your employees of color the support they need to thrive.





WE HAVE A COACHING RELATIONSHIP FOR ALL LEVELS AND DEVELOPMENT AREAS



Trainer

Webinar-style
small-group coaching
on core skills



Guide

1:1 coaching
focused on core skills
and customized based
on personality type



Thought Partner

1:1 coaching
that balances core
skills with leadership
and management
traits



Advisor

1:1 coaching
that focuses on
executive leadership
areas that maximize
impact

Professional development based on our think. Interact. act framework	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
OUTLAST-trained coach with Fortune 500/Big 5 Consulting experience	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Monthly coaching calls		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Weekly email check-ins		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Industry-leading personality assessment		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Email/chat availability between calls		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2x coaching calls			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Enhanced personality assessment reporting			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
100% success guarantee			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Customizable format and enhanced availability				<input checked="" type="checkbox"/>
Coach with advanced training and/or deep experience in senior roles				<input checked="" type="checkbox"/>
Format	Individual webinar	6 or 12 months	6 or 12 months	6 or 12 months

OPTIONAL ADD-ONS



LEARNING LABS

1hr group follow-up practice sessions after webinars



DIGITAL COACHING ONLY

Coaching through an IM-based platform



ASSESSMENTS

Hogan or MBTI Assessments



GROUP COACHING

Coaching for resource groups, new hire classes, etc.

