



NOTE from the FOUNDER: NEW BEGINNINGS

Dear Customers, Colleagues, & Friends,

HAPPY NEW YEAR! The great thing about kicking-off a new year is that we have a fresh plate to start with... to think about what you want to do and achieve in 2024! **NEW BEGINNINGS!**

Here are 3 things to think about as you continue your **NEW BEGINNINGS**:

GOAL PURSUIT: It's an opportunity to pursue our passions, interests, and try new things! Think differently and EMPOWERU. As you think about discovering your goals, I encourage you to think about not only the WHAT (defining it) & HOW (achieving it) but WHY... Why are you doing this? What is the REAL reason beyond meeting an organization's goal? How does it align to your core values? How does it fit-into what you want to become? There lies the motivation to make it stick – getting beyond those moments when want to give up.

GIVE YOUR SELF GRACE: This is my 2024 motto. I encourage you to give yourself grace on a daily-basis. We are our own worst critic as we continue the journey of self-discovery. Be kind and embrace the little things that we accomplish as we show up for ourselves each day. As I turn 50, I realize that it's okay if I don't tick each box on my do-to list. We do the best we can with the energy we have. There is tomorrow.

Talking about energy...

NOURISH YOURSELF: Get energy and be present for you and others. With my leadership practice, I embrace the neuroscience and positive influence – how our brain works to EMPOWERU. As a life-long learner, I am fascinated on how we need to nourish our brain to get going. This include getting the proper sleep, connecting with others, spending time alone to daydream and reflect. Build one thing into your daily practice so you can accomplish what you set out to do to nourish yourself!

In this newsletter, we highlight an understanding of the type of work we do, leadership insights/latest trends, tools/resource, and overall happenings with DB Coaching & Consulting. Happy Reading!

EmpowerU in 2024!

SERVICES

We offer leadership solutions to individuals and organizations through our coaching and consulting practice to EmpowerU. From the beginning, we seek to understand your needs through a discovery call. With our Coaching practice, we believe it is a partnership between the coach and coachee that leads to insights and behavior change. We customize each engagement to fit the needs of the client. An example of a coaching engagement that we were involved in Q1 is a leader being promoted to the executive team and navigating her role as she continues to understand the "unspoken rules": transitioning to heading a function and leading a performance-driven culture.

Our Consulting practice entails working with our clients to empower, encourage, and inspire. We collaborate to bring customized solution. An example is creating a mentoring program or providing consultation and resources for large and smaller scale changes at a company. Our consulting practice focuses on: change leadership, performance management, team effectiveness/coaching, mentoring, and leadership development. [Read to discover more](#)

LEADERSHIP CONCEPT: GOAL PURSUIT

If you want to increase your chances of achieving your 2024 goals, you need to go beyond S.M.A.R.T. goal-setting and think about goal pursuit. Find out what it is, how our brain works, and how to achieve your goals by reading this brief [blog](#).

GIVING BACK: COMMUNITY INVOLVEMENT

We were very fortunate to have the opportunity to give back to our community and Empower others:



Mentoring @ FordDirect: During our mentoring sessions, young professional mentees have identified goals focused on career growth/development and skill building such as project management and strategic thinking. Discussions focused on enhancing resume, networking, navigating the organization/teams, preparing for potential opportunities are just a few topics that have been covered. *"Meeting with Dolon has played an essential role in my professional and personal growth. She asks very thought-provoking questions and is a great listener. She is very easy to talk to and you can tell she really cares about you and your success."* (Kristen B. - Product Specialist, Ford Direct Dealer Programs)



United Way of Greater Houston: DB Coaching & Consulting had an opportunity to lead a workshop called *Create a Culture of Feedback* to over 30 participants in March in Houston, TX. This interactive workshop for individual contributors and formal leaders entailed role-plays, group and class discussions, exercises using tools/resources, and a feedback model. Participants explored using the feedback model to prepare for an up-coming discussion they plan to have with direct reports, peers, and others. We were humbled to receive a standing ovation at the end of this experience and look forward to helping again in the future! *"Thank you for being a wonderful resource and facilitator. Feedback is such a valuable and underutilized leadership asset. The conversation was timely and super helpful. We appreciate you, Dolon!"* (Sherry B. - Director of Professional Learning & DEIB Initiatives, United Way -Greater Houston)



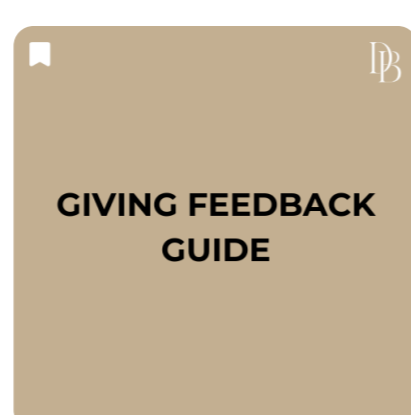
Leadership Tip: HOW TO GIVE FEEDBACK

As a leader (Remember, it's a mindset. You do NOT need direct reports to be a leader.), there is an art to giving and receiving feedback in order to continue to drive results. This is one of the most difficult skills to apply consistently well - especially when you have to give constructive (negative) feedback. There is a 3-step process you can use to make it easier called *Situation, Behavior, Impact (SBI) model*.

- 1. Situation:** Share the time, place, and circumstances. The more specific you can be about the where and when, the better.
- 2. Behaviors:** Tell exactly the behavior you're talking about. Think of playing back a videotape, only using words to describe what you saw. Avoid judgments, such as, "You weren't listening to me." Instead, simply describe the person's behavior: "When I was talking, you pushed your chair away from the table and gazed out the window."
- 3. Impact:** Share with the individual the impact of the behavior on you and/or on others who were present. Impact is what you or others experienced; you're now making that internal experience known to the individual.

SBI structure helps keep your feedback focused and relevant, and increases the likelihood it will be received in a clear, non-defensive manner by the recipient.

GIVING FEEDBACK GUIDE – FREE Download



One of the hardest skills that a leader needs to do well in their role is giving and receiving feedback to their direct reports, team members, and others (as noted above). Feedback is a "gift" that you can accept or not. DOWNLOAD this guide to help you prepare for the next conversation to be more specific, focused on behaviors, and impactful.

[Download For Free](#)

TAKE ACTION FOR YOU

Focus on you and your organization! Partner with DB Coaching & Consulting to help EmpowerU by [signing-up for a FREE Discovery Call](#) for your coaching and consulting needs.

Sign-up to receive emails about upcoming events, special offers, and more!

[Sign up now](#)

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