



COACHING & CONSULTING  
EmpowerU



# Leadership Development Programs *“Ready To Go When You Are”*



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EmpowerU

4819 Nolan Ridge Court Sugarland, TX 77479  
dolon@coachingdb.org (832-409-8181)



# Welcome to DB Coaching & Consulting – Where We EmpowerU!

At **DB Coaching & Consulting**, we're here to help you meet your leadership needs and elevate your team's performance. Our ready-to-deliver "Programs-in-a-Box" include a wide range of coaching and leadership development options—from dynamic 45- to 60-minute sessions to multi-session programs and interactive workshops.

We believe *your success is our success*, which is why we work closely with each client to tailor solutions that truly fit their needs. Contact [dolon@coachingdb.org](mailto:dolon@coachingdb.org) for more details.

Explore our offerings below to find the right fit for you and your team:

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# Career Coaching Program: BecomingU: Discover Your NEXT Move

## IS THIS FOR ME?

If any of these ring a bell...THEN this career coaching engagement is for you!

- What is my next professional move?
- Is my current role right for me?
- Is my current organization right for me?
- How can I amplify my time management skills (or DARE I say... Energy Management)?
- How do I use and expand my network to land me the next opportunity?
- How do I overcome Imposter Syndrome?



... AND CONTINUE TO BE THE “ULTIMATE BOSS LADY”!

## COACHING ENGAGEMENT

At times, life throws us a curve OR you get to a point in our lives and wonder: **Am I doing what I really want to be doing? What's next for me? How should I be spending my time?**

This coaching program helps you get these answers and more! We customize a program that fits your needs so you are happy with what you decide to do next. With over **28 years of leadership coaching & consulting experience**, we partner with you on this journey.

**During the engagement, here is an example of what you can expect:**

- **Session 1: Lay the Foundation & Identify Your Top 2 Universal Roles** – Define your goal(s), set expectations, and envision your success. You get more conscious about where you are at your best through your top 2 roles. Get practical strategies for how to win at work and beyond.
- **Session 2: Define What You Care to Do** – Confirm what you care to do right based on what matters to you. This cultivates a deeper understanding of your strengths and core values to help provide clarity on your career direction and allows you to make informed decisions to be happy in what you do.
- **Session 3: Uncover Your Work Preferences** – Clarify your career/professional preferences to help make informed decisions on your next move.
- **Session 4: Optimize Your Time & Energy** – Discover your energy “peaks” and align your schedule to optimize your time. Align your tasks with the levels of difficulty to prioritize your day.

- **Session 5: Network Your Way-In** – Identify ways to expand and leverage your network to help you “get there.”
- **Session 6: Discover Your Primary Professional Satisfiers** – Get clarity on what will convince you to join another organization vs. stay in your current one.
- **Session 7: Gain Tips to Enhancing Your Resume, Prep for Interviews, & More** – Obtain feedback on your resume and/or prepare for your next discussion/interview.
- **Session 8: Set Your Path Forward** – Create your BecomingU Professional/Career Matrix that defines your professional development criteria to help you decide if your current situation or future opportunity is right for you.

## FORMAT

An 8-session virtual experience where each session is 60 minutes. \* In-person meetings can be arranged. Coachee will be expected to complete assignments. Coach will provide assessments, articles, podcasts, tools, tips, etc.

Life happens and things come-up in between sessions. Never fear! - we offer FREE Lazer coaching for 20-minutes to work through any “emergency” issues and concerns.

At the end, the coachee will walk away with her BecomingU Professional Matrix highlighting her preferences and the path that she desires to take to make her NEXT move.

# Change Management

## Business As Unusual

### AUDIENCE

Leaders seeking to understand how to prepare, managing, and reinforce organizational change with their team(s).

### COURSE DESCRIPTION

*The only constant is change.* In today's dynamic work environment, change is inevitable—but managing it effectively is a skill that can drive success. This course provides an on overview of change management and focuses on how to effectively lead change for their teams. Through presentation, interactive discussions and practical exercises, participants will be able to navigate organizational change with confidence.

With over 28 years of experience, we provide a proven framework and practical tips/tools to help you lead change with confidence, empowering both yourself and your team for greater success!

### During the workshop, participants will learn to:

- Gain a clear understanding of what change management entails. Define feedback.
- Explore perceptions of change and why effective change management matters. Learn about different types of feedback.
- Identifying key drivers influencing change within your organization.
- Understand the distinction between change and transition and their impact in the workplace.
- Learn strategies to navigate change before, during, and after implementation.
- Apply a change model to address a real workplace change scenario.

### DELIVERY

3 -hour in-person or virtual customization

# Creating A Culture of Feedback

## AUDIENCE

Leaders seeking to understand how to give and receive feedback with their direct reports, peers/colleagues and other stakeholders.

## COURSE DESCRIPTION

Feedback is a powerful tool for growth, providing valuable insights that help individuals and teams refine their skills, behaviors, and performance. Whether formal or informal, effective feedback fosters awareness and drives continuous improvement.

In this session, you will explore different types of feedback and learn a practical model for both giving and receiving constructive feedback. Discover strategies for delivering impactful feedback in today's digital world and gain actionable tips to enhance communication. Plus, you'll receive a **Giving Feedback Planner** to apply these techniques in your personal and professional life.

Leave with the confidence and skills to transform feedback conversations into meaningful opportunities for development and success!

## During the workshop, participants will learn to:

- Understand the right mindset in creating a culture of feedback
- Define feedback
- Obtain an overview of the feedback model
- Learn about different types of feedback
- Gain tips for giving and seeking quality feedback
- Practice applying a feedback tool to an upcoming conversation

## DELIVERY

1.5-2 hour in-person or virtual

# Delegation

## Why Is It So Hard? How to Get It Right?

### AUDIENCE

Leaders seeking to understand how to delegate effectively.

### COURSE DESCRIPTION

Mastering the art of delegation is one of the most challenging yet essential leadership skills. Many leaders struggle with knowing what to delegate, how to do it effectively, who to entrust with tasks, and how much responsibility to hand over.

The good news? Delegation is a skill you can learn and develop!

With over 28 years of experience, we provide a proven framework and practical tips/tools to help you delegate with confidence, empowering both yourself and your team for greater success (not to mention freeing up your time to work on priorities you may not have had the time to work on.)!

### During the workshop, participants will learn about:

- Define delegation.
- Identify your trap(s) that prevents you from effectively delegating.
- Understand how trust plays into delegating effectively.
- Know how to implement the delegation framework.
- Gain tips on delegating to high performers & those seeking their next role.
- Practice the delegation framework for your next conversation.

### DELIVERY

1.5-2 hour in-person or virtual



# Attention Management: EnergizeU!

## AUDIENCE

**Everyone! Who is seeking to:**

- Manage your time and have energy
- Optimize focus and “cognitive” capacity

## WORKSHOP DESCRIPTION

**Do you feel overwhelmed? Need to be more organized?**

**Can't seem to focus?** Then this interactive workshop is

the answer! Discover your energy “peaks” and align your schedule to optimize your time. Align your tasks with the levels of difficulty to prioritize your day.

HOW TO REGAIN CONTROL OF YOUR

## TIME, ENERGY AND PRIORITIES



## During the workshop, you will learn about:

- **Shift mindset** - Learn what mindset you need to maximize energy and time
- **Understand how our brain works** – Build awareness on the limitations and gain tips on how to overcome it
- **Leverage “brain-friendly” tools and techniques such as** “IF-THEN” statement and indicate and maximize cognitive prime time
- **Create a balanced mental diet** – Customize your healthy mind platter plan
- **Gain time management tips** - How to prioritize weekly and daily

## DELIVERY

2-3 hour in-person or virtual



# Leadership Essentials

## AUDIENCE: New Leaders

- First-time people leaders who transitioned from an individual contributor to a formal leadership role.
- Formal leaders in their role for less than 3 years.

## COURSE DESCRIPTION

Often times, we are given a leadership role and expected to hit the ground running. Some individuals are natural born leaders and can achieve this with a blink of an eye while others may need help. The good news is that leadership can be learned!

**This course provides the foundations of what you need to be an effective leader.** With over 28 years of experience, we will address a variety of common leadership questions and provide tools, tips and resources.

## During the course, you will learn about:

- **Session 1: Leader Mindset & Delegation:** What is it? Difference between leading vs. managing? What is different now vs being an individual contributor? What is my leadership style? How do you delegate? When do you delegate? Who is the right person to delegate to and what?
- **Session 2: Holding 1:1s & Team Meetings:** What should I cover during a 1:1? How do I have an effective team meeting?
- **Session 3: Giving/Seeking Feedback :** How do I give feedback effectively? What are tips in seeking feedback?
- **Session 4: Leading Difficult Conversations:** How do I hold difficult conversations?
- **Session 5: Building High Performing Teams:** What can I do in each stage to develop my team? What can I do to create a high performing team?
- **Session 6: Leading Change:** What are tips to help prepare, manage, and reinforce the change?
- **Session 7: Time Management/Energy:** How can I effectively manage my time and energy to get what I need done?



## DELIVERY

7-week virtual interactive instructor-led experience. Each session is 1-1.5 hours focused on a leadership topic. This blended learning experience will entail an assessment, presentation, discussions, and activities. The facilitator will share a variety of leadership tips/tools and resources based on the latest leadership research and leadership best practices based on over 25 years of experience. Participants will be expected to engage in discussions/activities and complete homework.

# Mastering Difficult Conversations: Navigate Tough Talks w/Confidence

## AUDIENCE

Leaders seeking to understand how to navigate tough conversations with their direct reports, peers/colleagues and other stakeholders.

## COURSE DESCRIPTION

Navigating tough conversations is a critical skill for any leader. Whether addressing performance issues, giving constructive feedback, or resolving conflicts, knowing how to communicate effectively can make all the difference.

Gain the confidence and tools to turn difficult discussions into opportunities for growth and success!

## During the workshop, participants will learn to:

- Define common behavior types in the workplace.
- Identify what is preventing performance and tips to changing behavior.
- Understand your role as a leader and coach.
- Gain tips on delivering the message.
- Practice applying the Conversation pyramid in your next difficult conversation.

## DELIVERY

1.5-2 hour in-person or virtual