



COACHING EQUITY ESSENTIALS

Specialized Coach Training

Strengthen your cultural competency & use emotional intelligence and compassionate engagement to more effectively coach toward equity.





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The CEE course was amazingly valuable. It provided the tools, frameworks, and practice to support my clients with their cultural awareness, equity, diversity, and belonging concerns. I also got to see and learn how my identity or narrative impacts my own feelings, actions, and decisions. I am more confident and courageous to show my own transparency and vulnerability to my clients.

**Anita, Passionista, Torres, ICF-ACC - Certified Executive Coach
Passion Powered Coaching & Consulting, LLC**

COACHING TOWARD EQUITY FOR YOU & YOUR CLIENTS

Learn methods, tools & models to support the INTERNATIONAL COACHING FEDERATION 2019 competencies, which frame the need for coaches to be more attuned to their **own cultural norms and biases**, and to have the **cultural and emotional competence to navigate these areas with clients**:

1.2: Is sensitive to clients' identity, environment, experiences, values and beliefs

2.4: Remains aware of and open to the influence of context and culture on self and others

4.1: Seeks to understand the client within their context which may include their identity, environment, experiences, values and beliefs

4.2: Demonstrates respect for the client's identity, perceptions, style and language and adapts one's coaching to the client

6.1: Considers the client's context, identity, environment, experiences, values and beliefs to enhance understanding of what the client is communicating

7.1: Considers client experience when deciding what might be most useful

7.8: Helps the client identify factors that influence current and future patterns of behavior, thinking or emotion



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I can't believe the fortune I have in taking this course. It is much better than I expected in the content and the process and I had a very high expectation.

Keiko Sato-Perry, EQ Specialist, Synapse School

COACHING EQUITY ESSENTIALS

KEY OUTCOMES

Working coaches join CEE to enhance their coaching presence, practice, skillsets and toolboxes for justice & equity with three key learning outcomes:

1

Bias, Equity & EQ

Build shared vocabulary, awareness, emotional intelligence skills for coaching toward equity

2

Cultural Competency Framework

Learn to know and use a practical structure for understanding equity for self & clients

3

Compassionate Engagement Process

Practice using an Equity tool for dialogue that both enhances and leverages your own cultural awareness – in an effort to increase capacity for coaching people from diverse lived experiences

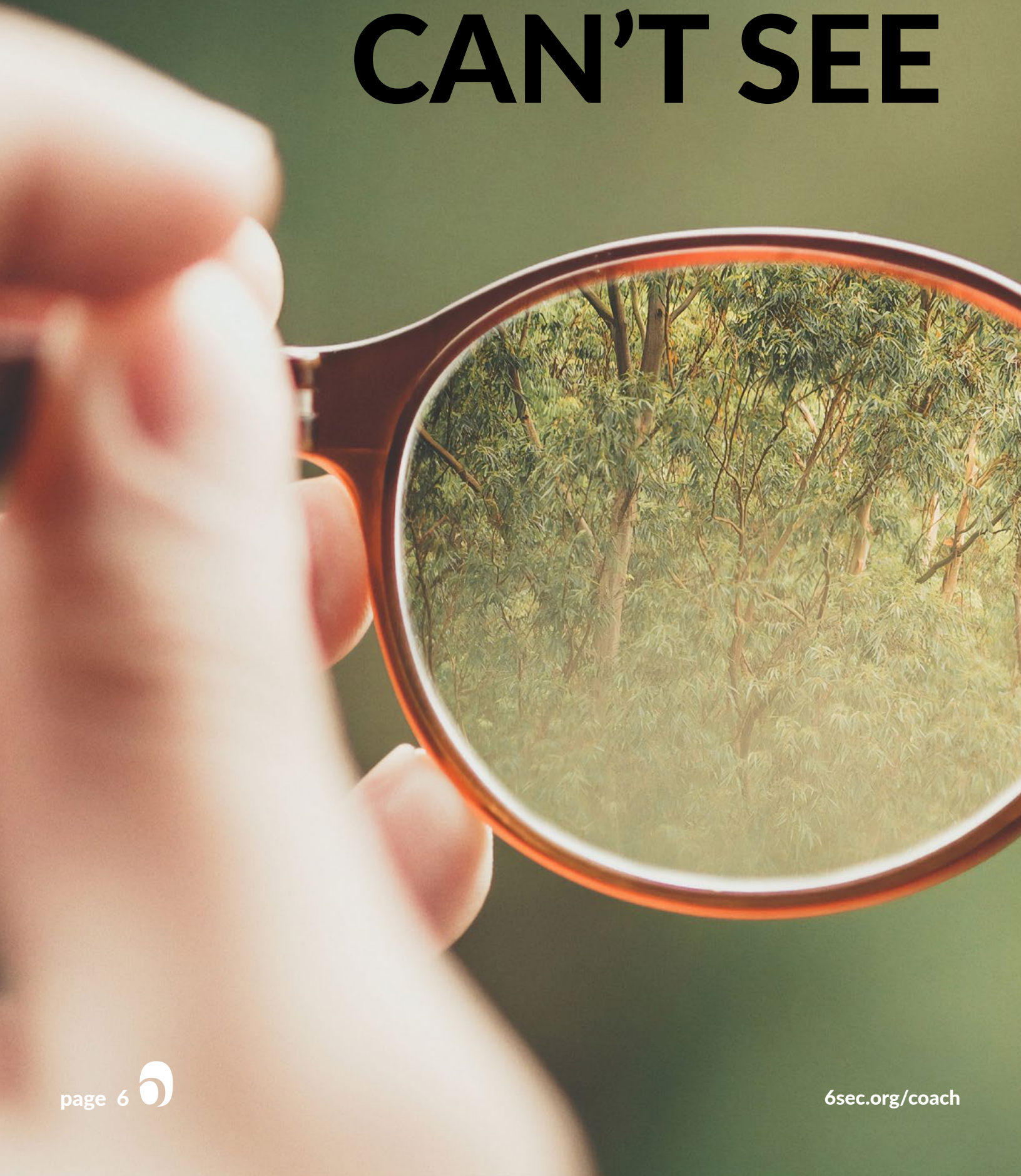
CEE will **not** teach everything about equity, justice and antiracism. BEFORE this course, you should know:

- Everyone has bias and we all are impacted by the pervasive effects of inequity and racism around us. CEE will be most effective if you are willing to confront these ideas in yourself.
- CEE is for people from all races, genders, orientations with an expectation of meeting in parity. So, if you come from a place of privilege based on your age, gender, race, education, position, etc., are you ready to acknowledge that and do the hard work to cocreate an equitable space?

This isn't a certification to be a diversity / equity practitioner, so after this course, you might wish to grow additional skills for antiracism, diversity facilitation, courageous confrontation, etc. We'll be glad to make recommendations.



WE CAN'T CHANGE WHAT WE
CAN'T SEE



I'M READY TO REGISTER!

Schedule and application:
events.6seconds.org

The program includes:

eLearning with videos, resources, reading,
downloadable frameworks for key program concepts
(which you can access for a year and use with clients)

2 hours of 1-1 mentor coaching

Individual emotional intelligence assessment

7.5 hours of live-online class with MCC supervision

Highly engaging pair & group practice

ICF accredited for **32 CCE**
(26 Core + 6 Resource)



Check the schedule and apply at events.6seconds.org
Shortcut: 6sec.org/ec

Full registration is \$2295; Choose the fee that is viable
for you on a sliding scale from \$895 to \$2495

LET'S TALK

Contact us at 6sec.org/contact

We'll be delighted to talk with you about the
program

Check the Schedule

6sec.org/ce

3p-6p pacific / 6p-9p eastern

Mar 9 - workshop 1

Mar 23 - workshop 2

April 6 - workshop 3

April 20 - closing



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Attending CEE was an amazing gift for my development as a coach and as a human. The faculty was well prepared, and brought great humility and wisdom. The content was meaningful and useful, providing more confidence and competence for me as I help myself and my clients own our biases and minimize barriers to psychological safety, equity, inclusivity, and support belonging, engagement, performance improvements. The cohort was amazing as well! A group of practitioners who were authentic, committed, and a potent source of learning. Thanks to my experience and learning, I am better prepared to help my clients and our world move towards a more equitable future.

Daniel Lieberman, Executive Leadership Coach, Valuable Leadership

COACHING EQUITY ESSENTIALS

PROGRAM DESIGN

CEE includes deep insights for you to be more equity-focused as a coach, and methods for you to bring equity more effectively into your coaching.

Prework: **Key Concepts**

Set the foundation for CEE with eLearning and your EQ Leadership assessment.

Session 1: **EQ Essentials for this Journey**

Use emotional intelligence methods to establish our shared foundation, establish agreements, and begin to cultivate trust & safety to do the work ahead.

Independent work on cultural competence; 1-1 coaching; reflective practice

Session 2: **Seeking Equity**

Learn more about escalating/deescalating and our power as coaches. Apply the Cultural Competence Framework with the Compassionate Engagement Process.

Independent work practicing the processes & reflective practice

Session 3: **Finding Equity Lenses in Coaching**

Learn about impact vs intent as you apply the Cultural Competence Framework to listen to your client's needs and shine light on equity.

Independent work practicing the processes; 1-1 coaching; final reflective practice.



CEE is designed for **certified coaches** working professionally.

If you value highly engaging learning, authentic connection, emotional vulnerability, and practical tools...

And you are committed to learning more about the **heart-work of equity**, then we hope you'll join the cohort.

IS THIS FOR ME?



COACHING EQUITY ESSENTIALS

FACULTY/COACHES



Michael Eatman, PCC, Leader CEE - Founder, Culture7 Coaching

Michael is an experienced inclusion strategist, educator and coach. His credentials include Certified Diversity Professional for Organizational Leadership from Diversity Training University International, Preferred Partner and Certified EQ Advanced Practitioner from Six Seconds EQ Network, and Advanced Certified Personal & Executive Coach by the College of Executive Coaching.



Joshua Freedman, MCC, Coauthor CEE - CEO, Six Seconds

Josh is one of the pioneers in the field of emotional intelligence; he cofounded Six Seconds in 1997, is the bestselling author of *At the Heart of Leadership* and five other books and six validated psychometric assessments on EQ. He's also cocreator of the world's largest social emotional learning program, POP-UP Festival – in partnership with UNICEF World Children's Day, bringing skills for emotional wellbeing to millions of children & adults in 200+ countries.



Maria Tope Akinyele, Ph.D. - Founder, Agiri Learning

Professional Learning Strategist/Coach, Organizational Development Specialist, and an adjunct professor, Teacher's College Summer Principals Academy at Columbia University. Dr. Akinyele draws upon her expertise in mindfulness, emotional intelligence, adult development, cultural competence, and racial equity to enhance the capacity of leaders and organizations to implement positive change.



Mariaelena Welch, PCC, CEQC, BSME - Founder, VITA Leadership

Mariaelena is an executive coach and organizational development consultant drawing on over 20 years in operations, sales, and customer service including Director of Consulting Services for a Fortune 500 company to VP of Operations for a consumer products business. She also creates and teaches leadership courses at UC Santa Barbara and Santa Barbara City College.



Jim Vaive, PCC, CEQC - Co-Regional Director N.America, Six Seconds

In 30 years of building and running a successful business, Jim Vaive learned that leadership is all about people – and that the same interpersonal skills which let people lead in business are essential to leading in personal life. Jim built and sold multiple companies that have done well financially – and good in their communities. He is also a Spiritual Director, did a stint in the military, and is one of the world's handful of Advanced EQ Practitioners.

“ I found the Six Seconds Model to be thorough, easy to understand and well grounded in solid research. Their resource library and support personnel are extremely knowledgeable and responsive and the way they melded their EQ model into the International Coaching Foundation credentialing is outstanding. Lastly, being a member of Six Seconds Global Community provides a valuable insight into different cultures and approaches to applying EQ. ”

**Rick Smith, Chief Administrative Officer
Vail Health**



CEE IS PRESENTED BY CULTURE 7 COACHING

IN PARTNERSHIP
WITH

SIX SECONDS




Culture 7 specializes in inclusion strategy, working with individuals and organizations to build understanding of the key drivers of performance and to strengthen the competencies necessary for organizational culture to thrive into the future.

www.culture7.co



Six Seconds is the international community for emotional intelligence. The nonprofit was established in 1997 to research and share scientific, global, transformational tools & methods working toward a billion people practicing EQ. With offices and representatives in 25 countries and members in 200+ countries, our community connects the globe.

www.6seconds.org



Coaching in the space of equity demands deep inner awareness and understanding of sensitive and often challenging issues. This course introduces participants to the thoughts and feelings of a diverse group of people they may not often come into contact with; people with whom they can practice coaching frameworks to grow deeper connection and become more skilled in the language of cultural awareness and transformation.

The course has a unique blend of raising self-awareness through experiencing an emotional intelligence report and debrief, mentoring, coaching supervision, eLearning and a virtual group learning experience. I would highly recommend this course to anyone looking to grow their self-awareness around identity, beliefs and racial bias/stereotypes, and to develop their skills in holding the coaching space for compassionate engagement.

Alison Lalieu, CEO UBalancer Solutions