



Cala Consulting Service Offer

Joanna MENEZES - 2024

Part 1 :

Individual Coaching Offer



Did you know?

The term "coaching" is derived from an old Anglo-Saxon word for a coach.

In short, coaching can be compared to a vehicle that transports clients from where they are now in their lives to where they want to be.

Individual Coaching : how does it work ?

Objective

To address a professional challenge by engaging in a conversations with a coach

Description

Through one-to-one discussions and thanks to techniques such as questioning, active listening, reformulation or positive feedback, the coach helps the coachee to become aware of his/her resources and limitations concerning a given objective. She then helps him/her to find solutions, to get into a positive frame of mind and to define a precise action plan to reach the set objective.

Set Up

- Programme of 3 to 10 coaching sessions of 1h30
- Duration : 3 – 6 months
- Location : in the coach's offices in Paris or online



Examples of Coaching Themes

1

Preparing for a new role or promotion

2

Navigating career transitions and reaching ambitious professional goals

3

Improving performance as a leader or manager

4

Developing specific professional skills

5

Achieving greater interpersonal effectiveness with Wiley's DiSC®tool

*All services are provided in French or English,
face to face or remotely*



Preparing for a new role or promotion



Objectives

- Clarify the expectations associated with the new position (explicit and implicit)
- Identify the strengths and development areas in relation to the new position
- Consider the cultural elements of the new environment and how to adapt to them
- Develop positive relationships with colleagues, the team and management
- Map the internal network and define a strategy to make connections with key players in the first few weeks

Navigating career transitions

Objectives

- Conduct a career review
- Define a career plan which is aligned with your skills, values and life choices, for the short and long term
- Verify your ambitions through effective networking
- Optimize your communication tools (CV, pitch, LinkedIn profile) and prepare for job interviews and salary negotiations
- Formulate an effective job search strategy

Improving performance as a leader or manager

Objectives

- Reflect on your role as manager/leader: missions and objectives
- Take stock of your management style and practices
- Identify the challenges you face and the solutions you need to implement to manage your team more effectively
- Develop your emotional and cultural intelligence
- Build a personal action plan to continue developing your leadership skills

Developing specific professional skills :

eg : communication, organisational, emotional ou cultural intelligence...

Objectives

- Clarify the professional skill to to be developed : context, necessity, motivation ...
- Define the desired outcomes in relation to the objective
- Explore the objective to understand the associated implications, aspirations and possible limiting beliefs or injunctions
- Consider your personal values, needs and personality
- Reflect on solutions and devise an action plan to achieve your goals

Achieving greater interpersonal effectiveness with Wiley's DiSC[®] tool



Objectives

- Receive a detailed DiSC[®] debriefing after completing the profile questionnaire in a safe and supportive space
- Learn more about yourself : how you deal with conflict, what motivates and causes you stress and how you communicate and solve problems
- Get insights into how others function : what is similar and different to you and how to adapt
- Discuss concrete situations, the difficulties you have encountered and how to overcome them
- Build a personal action plan to develop your interpersonal skills in the long term

Part 2 :

Corporate Training offer

Different formats possible

Webinar

- Interactive online conferences for a large number of participants

Workshop

- 2-3h workshop for a group of 6 to 8 people

Training

- 3h30, 7h or 14h training sessions for a group of 8 to 12 people

Lunch & Learn

- 2h sessions held during the lunch break to explore and discuss D&I topics

Co-development

- 2h30 hour collective intelligence sessions for groups of 6 to 8 people

Examples of D&I training themes

1

Foster diversity
and create an
inclusive work
environment for all

2

Become an
inclusive manager

3

Promote gender
equality in the
workplace

4

Leadership for
Women:
Unleashing Your
Powerful Inner
Leader

5

Working in a
multicultural
environment:
challenges and
best practices

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Foster diversity and create an inclusive work environment for all

Programme Objectives

- Distinguish the concepts of diversity and inclusion
- Understand how and why D&I is a performance driver for organizations
- Become aware of biases to define strategies to overcome them
- Understand the French legal framework regarding discrimination in the workplace
- Adopt best practices to promote an inclusive work environment for all

Become an Inclusive Manager

Programme Objectives

- Distinguish between the notions of “diversity and inclusion” and “equality and equity”
- Discuss the challenges of diversity and the role of managers in creating an inclusive work environment
- Become aware of the impact of biases on management practices
- Understand the French legal framework regarding discrimination and the associated risks for managers
- Develop your managerial practice to become an inclusive manager/leader on a continual basis

Promoting gender equality in the workplace

Programme Objectives

- Understand the challenges and strategic advantages of gender equality in organizations
- Identify gender stereotypes to define strategies to overcome them
- Discuss the benefits of greater gender equality for both men and women
- Learn about the French legal obligations regarding gender equality in the workplace and how to implement them
- Define managerial and organizational practices for the effective promotion of gender equality in the workplace

Leadership for women: Unleashing Your Powerful Inner Leader**

Programme Objectives

- Explore the external barriers that hold women back in the workplace
- Identify the internal barriers that prevent women from achieving their full potential
- Understand how personal branding & networking impact leadership
- Master effective, assertive communication
- Define a personal development plan to achieve your leadership goals

***In collaboration with **Marie Stephenson**
of Stephenson Coaching*

Working in a multicultural environment : challenges and best practices

Programme Objectives

- Differentiate notions around the theme of culture
- Explore the impact of culture on interpersonal relationships in the workplace
- Become aware of cultural biases to find ways to overcome them
- Identify the most common cultural differences and understand one's own cultural framework
- Define strategies for working effectively in a multicultural environment

Who is Cala Consulting?

My name is Joanna, I am a certified professional coach and member of the European Mentoring and Coaching Council (EMCC) France.

In 2014, after working in human resources for twenty years, I founded Cala Consulting, a coaching and training organisation whose values are embodied in these 3 words

- **Empower** (for personal and professional development)
- **Learn** (for continuous learning)
- **Connect** (for the importance of the network).

My aim is to support individuals to **successfully navigate their careers** in a complex and ever-changing work environment and to help organizations create and **promote an inclusive workplace** for all.

As such, I offer **individual coaching programmes** on themes such as preparing for a new role, improving performance as a manager or leader, managing career transitions and developing greater interpersonal effectiveness with the DiSC personality profiling tool.

In addition, I run **in-company training sessions** on D&I, gender equality and leadership for women, inclusive management and intercultural relations.

I am dual **Franco-British** national and regularly work **in French and English** with companies based in France and internationally.

In 2020, I founded the **Cala Learning Hub**, an international learning community which offers monthly online webinars on different personal and professional development themes.

The webinars are hosted in French and English, are free of charge and open to all 😊



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Promoting lifelong learning!



Do you like to explore new topics and share best practices?

If so, join the **Cala Learning Hub!**

Since January 2020, I have been leading an international online learning community.

My ambition?

To enable French and international professionals from different backgrounds and industries to exchange views on various personal and professional development topics through monthly meetings led by a group of multicultural coaches and trainers.

For further information, please click [here](#)

Our references



TOKIOMARINE

