



Cala Consulting Service Offer

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Part 1 :

Individual Coaching



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 ?

- Individual coaching provides a dedicated space where a professional can take a step back to reflect on their practice, challenges and goals. Drawing on real-life situations, they explore their ways of working, clarify what is holding them back and identify new courses of action.
- The coach, as a neutral third party, creates a trusting environment that enables deep exploration. She asks questions, reframes ideas, highlights blind spots, and helps the individual broaden their perspective. She does not give advice; instead, she facilitates the emergence of solutions that are tailored, realistic, and aligned with the person's context.
- Session after session, coaching becomes a catalyst for professional development, a space to strengthen one's confidence, make more informed decisions and grow in one's role. An example of this in practice is explored in [this article](#).





Set up for individual coaching

- **Session duration** : 1h to 1½ hours, depending on the individual's needs and pace.
 - **Frequency** : every 2 to 3 weeks to allow for assimilation, experimentation and continuous progress.
 - **Number of sessions** : a full programme generally comprises 6 to 10 sessions, adjusted according to the objectives set at the start of the process.
 - **Format** : via Teams or in person, depending on the coachee's preferences and circumstances.
 - **Framework and confidentiality** : a safe, confidential and non-judgemental space, enabling authentic and in-depth work.
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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 :

Co-development workshops

The co-development workshop: a guided group experience



- In a co-development workshop, a participant describes a work-related situation that is causing them concern. The group listens, asks questions, explores blind spots and shares insights drawn from their own experiences.
- Gradually, the situation becomes clearer, perspectives broaden, and solutions emerge naturally from the collective intelligence.
- The coach, for her part, oversees the process. She establishes a safe space, guides the steps, facilitates the discussion and helps everyone to remain in a mindset of listening and reflection. She does not provide answers: she creates the conditions for the group to bring them to the surface.
- Thanks to the coach, the workshop becomes a structured, supportive and deeply enriching learning environment. An example of how this is put into practice is explored in [this article](#).

Examples of peer groups that benefit from co-development

1

First-time and middle managers

2

HR professionals, sales teams, project managers...

3

Women in leadership / high-potential employees / aspiring leaders

4

International talent: impats and expats

5

Mentors et mentees

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Set up

- **Recommended duration:** 2½ to 3 hours to allow for in-depth work whilst maintaining the group's energy.
 - **Group size:** 6 to 8 participants, the optimal size to foster trust, a diversity of viewpoints and high-quality discussions.
 - **Frequency:** monthly or every 4 to 6 weeks, to allow time for everyone to experiment, draw on their experiences and consolidate what they have learnt.
 - **Format:** face-to-face or remote, depending on the team's needs and organisational constraints.
 - **Number of sessions:** a full cycle generally comprises 4 to 6 sessions, allowing the group to settle in, progress together and address several real-life situations.
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Part 3 :

Corporate Training

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

Qui est Cala Consulting?



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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.

Our references

