



## Leadership for Performance Diagnostic Module

### What is Equilearn's Diagnostic Module

It is a succinct intervention which can form the start of a continuous learning and development initiative or an individual executive coaching or mentoring programme. It is short and reasonable in price. It gives people an introduction to their strengths and capabilities and an opportunity to consider the personal issues on which they need to work. It has been used successfully for teams as members start from a baseline of self awareness which can be shared within the group towards promoting collective effectiveness and success.

### How does the Diagnostic Module work?

- I Phone conversation with the client to run through how the process works and agree expectations and aspirations **(20 minutes)**
- II Client completes two self-exploration & personal development measures online **(45-60 minutes)**
- III A one-to-one confidential client-coach meeting (in-person or on-line) to review the results of these measures, provide feedback and agree a way forward with an action plan. **(120 minutes)**
- IV Two client support coaching follow-up phone conversations to move the outcome-centred action plan forward progressing professional effectiveness **(60 minutes)**

### What are the outcomes and benefits?

1. Increased self-awareness, gained in a confidential, stress-free, enjoyable environment, expressed as a user-friendly, highly focused practical action plan.
2. A tangible, 'owned,' evidence-based starting point for personal learning and development
3. Ownership of a personalized action plan.
4. A learning & development plan aligned to workplace goals & requirements.
5. Clarity around how to learn best
6. A robust basis for continuous personal development towards ever higher levels of performance