



THRIVE

Transforming Hurt & Racial Inequities into Vision, Value & Empowerment

6-Week Group Coaching
for Professional Black Women

with Leadership Coaches

**Asila Calhoun &
Joelle LaGuerre**

Lean In's *The State of Black Women in Corporate America* highlights a distressing general pattern in the workplace: "Women are having a worse experience than men. Women of color are having a worse experience than white women. And Black women, in particular, are having the worst experience of all." Specifically, Black women are significantly underrepresented in leadership roles, and they experience a wider range of microaggressions. Also, Black women receive less support from their managers and are less likely to interact with senior leaders. Though many organizations have ramped up their diversity and inclusion efforts over the last few years, few are addressing the specific barriers that are holding Black women back.

THRIVE (Transforming Hurt & Racial Inequities into Vision, Value & Empowerment) is a group coaching program for professional Black women, facilitated by two coaches who understand the challenges associated with navigating careers as Black women. Our goal is to provide a safe space for participants to explore how their racial and gender identity show up at work and offer support for creating an empowering vision for their professional and personal lives as they navigate inequities.

Each week we will explore topics related to personal and professional development and growth. (See program outline below.) Pre-work and homework will encourage self-reflection and application of weekly lessons. Sessions are designed to promote connection between group members through sharing experiences and encouraging growth. At least twenty minutes of each session will be dedicated to live coaching.

THRIVE participants are Black women who are striving for success. You may have been overlooked or feel disheartened on your career journey. You might be the "only" Black woman in your department, team, or company. You may be seeking support, guidance, and personal power. Or you may just feel like you've lost your "mojo" and need to get re-energized. Our group coaching program will provide you with the tools and resources to level up your confidence and remove blocks to your vision. You will be surrounded in sisterhood with other ambitious Black women. We will provide a container for meaningful conversation where you can share stories, celebrate, and uplift each other, while reclaiming your passion and inspiration. You will leave with clarity, joy, and renewed energy for achieving your personal and professional goals.

THRIVE is 6 virtual sessions hosted on Zoom. See below for program outline and pricing.

PROGRAM OUTLINE

Session 1: Identity & Your Whole Self

Clarify how your various identities show up in your life and work, identify your top strengths, think about what being Black means to you and reflect on how this impacts you professionally. For example, do you see yourself as an advocate? A mentor to younger black professionals? Do you feel pressure to be a representative for your race AND gender?

Session 2: Vision & Values

Identify your values and create an intentional vision for your life, personally and professionally. Is your professional development plan aligned with your vision and values?

Session 3: Purpose & Authenticity

Explore whether or not you're showing up authentically and how your purpose grounds you and provides freedom to be your best self in or out of the office.

Session 4: Healing & Self-Care

Learn best practices for healing from workplace trauma, including microaggressions and other forms of bias. Discuss how to set healthy boundaries and prioritize your self-care with our guest speaker.

Session 5: Value & Empowerment

Put your vision into action. Address beliefs that may be limiting your career growth and development. What's getting in the way of you reaching your full potential? It's time to stop underestimating your value and your personal power.

Session 6: Community & Connection

Develop a sustainability plan by tapping into a community that will keep you connected to your vision and values as you continue to create an intentional life and career.

OFFERING

- One 1:1 pre-workshop "Get to Know You" session with each participant and a coach
- 6 weekly interactive lessons, with discussion and application
- Course workbook with activities
- "Laser" coaching in each weekly session
- Two private 45-minute 1:1 individual coaching sessions with each participant and a coach
- Guest speakers
- Additional resources
- Online community to connect with participants
- Support, accountability, and networking with other professional Black women

COST: \$1,250

WHO ARE WE?

Asila Calhoun is a certified coach whose coaching business, Calhoun Coaching & Consulting, focuses on partnering with new leaders through executives who are ready for change. Asila earned her Bachelor's degree in Sociology from UC Berkeley, and she holds PHR and SHRM-CP HR certifications. She is an Associate Certified Coach (ACC), and a Certified Inclusion Coach (CIC). Asila is also a certified meditation teacher.

Joelle LaGuerre is a certified HR professional, consultant and coach. Through her company PRO-YOU, Joelle works with coaching clients to focus on self-awareness and exploration as the foundation for meaningful career and leadership development. Joelle earned her Bachelor's degree in Organizational Psychology from Oakwood University as well as a graduate certificate in leadership development from George Washington University. She is a certified professional in talent development (CPTD) and will soon be an Associate Certified Coach (ACC).



FOR MORE INFORMATION

Please email asila@calhouncoaching.com or joelle@pro-you.com.