



EXECUTIVE COACHING LEADERSHIP FACILITATION EMPLOYEE DEVELOPMENT



Your Facilitator: 'Maven' Miara Shaw



Miara Shaw, also known as 'Maven' Miara, has made sharing knowledge her winning formula. She is an executive coach, business strategist, speaker and author. She offers targeted development for women executives, growing business founders, and emerging corporate leaders. The centerpiece of her development work includes strategies around developing your Balanced Rhythm™ (work-life harmony).

Before starting her business, she worked for 25+ years as one of the few black, female, no-nonsense, high-powered energy trader at some of the nation's largest oil companies. She recently launched **Success with Saneness** video podcast which offers solution-inspired stories for high-performing women to maintain their well-being. Miara also published a journal, "**Motivating Yourself, Making It Happen, & Moving Forward**" which is a tool for readers to move from stuck to execution.

DESIRED OUTCOMES

- Partner to support an organization's DE&I goals of targeted development of minority women, underrepresented communities and self-identifying employees.
- Establish internal cohorts for continued networking and development from sponsors/mentors.
- Support employees developing a Balanced Rhythm™ (Work Life Harmony) to provide more empowerment to the employee.
- Cultivate confidence in senior, mid-career and emerging leaders to lean into their leadership capabilities.

CERTIFICATIONS:



EXECUTIVE & MID-CAREER COACHING

EXECUTIVE COACHING (1:1 Sessions)

- Design your Life Strategy Map™ (Work Life Harmony, see Page 5)
- Boost your charisma and stage presence
- Articulate your company's message in interviews and presentations
- Strategies to refill as a leader
- Being a confidence cultivator

1:1 coaching is tailored specifically for each professional based on skill-level and need.

We create a Life Strategy Map™ and customized action plan that includes objectives and desired outcomes that serve the organization and leader's goals. This plan concentrates on, and is not limited to leading self, leading others and leading the organization.

For short-term goals such as preparation for big presentations, a television interview or pitch presentation we offer customized coaching sessions.

- Facilitation is available in-person, virtual or hybrid.
- Term is 6-9 months.



**The growth and development of people is the
highest calling of leadership.**

~Harvey S. Firestone

EMERGING LEADERS & UNDERREPRESENTED GROUPS (Cohorts)

These cohorts provide a unique opportunity to help leaders lean into their leadership capabilities. These cohorts are also used to cultivate a safe and supportive internal community that allows for a greater sense of belonging among participants.

Allow our SMEs and DE&I training team to facilitate the sessions while your leaders learn to thrive within your organization.

- Setting healthy boundaries
- Cultivating personal confidence
- Identifying your leadership style
- Using your personal power for interactions (biases, micro-aggressions, privilege, etc)
- Developing guilt-free stress management and self-care
- Creating your personal advisory board (sponsors and mentors)

Cohorts are limited in size and sessions are 60-90 minutes per month for 6 months and offered as in-person, virtual and hybrid formats.

ALL EMPLOYEE GROUPS - WORK LIFE HARMONY SERIES

Employees sometimes feel like they are on a treadmill, an infinite loop of life's commitments that leaves them in burnout and feeling unfilled. This exhaustion creates barriers keeping employees from their best performance.

Let's work together to offer a solution in creating more work life harmony for employees. We will begin by allowing space for employees to consider what they desire their life rhythm to look and feel like. The end goal is to help reduce feeling overwhelmed, unfilled, and burn out. Let's reset the thinking away from just being busy, to being more intentional.

Key focus areas described in the Life Strategy Map™ (page 5) are presented in (6) 60-minute virtual sessions including access to a digital workbook.

LIFE STRATEGY MAP™

CREATING YOUR WORK LIFE HARMONY



Step 1

LIFE STRATEGY CREATION CONVERSATION

Candid conversations to help clients discover and focus on their highest priorities for their life map.



Step 2

MINDSET CHALLENGES & SHIFTS

With priorities identified, we take a step back and address challenges that may hinder or deter progression.



Step 3

SETTING BOUNDARIES

Identify boundaries that need to be set or managed to support your life map.



Step 4

CAREER & LEADERSHIP DEVELOPMENT

Develop the knowledge and skills necessary to continue growth in your progression as a leader within your organization.



Step 5

DEVELOP YOUR PERSONAL ADVISORY BOARD

Identify the type of support team you need to maintain your development and advancement.



Step 6

DESIGN YOUR ACTION PLAN

Create your action plan coupled with the flexibility to make adjustments.