



On Achieving Optimum Personal Performance A 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 individual professionals an introduction to their strengths and capabilities and an opportunity to consider specific areas of focus for development. Equilearn's Diagnostic Module also offers an effective tool for team effectiveness development as members start from a baseline of self awareness which can be shared within the group towards achieving collective effectiveness and success.

How does the Diagnostic Module work?

I One-to-one confidential client-coach meeting to discuss personal professional objectives and related background. Review the Diagnostic Module and agree what to expect
(60 minutes) *(For clients already working with an executive coach/mentor this may take a different form)*

II Client completes two self-exploration & personal development assessments online or on paper **(45-60 minutes)**

III Second one-to-one confidential client-coach meeting to review the results of the assessments, provide feedback and build an action plan towards a way forward **(90 minutes)**

What are the outcomes and benefits?

1. Increased self-awareness gained in a confidential and enjoyable environment, expressed as a user-friendly, practical action plan.
2. A tangible, evidence-based starting point for personal learning & development and professional advancement.
3. Ownership of a personalized action plan that assures excellent 'fit'.
4. A learning and development plan aligned to workplace and or professional goals and requirements.
5. Clarity around how to learn best – effectively and efficiently.
6. For teams participating in the Diagnostic Module, there is a solid basis for collective success. This is achieved through collaborative learning, grounded in an openly shared talent inventory allowing leverage of differences in preference and approach towards ever higher levels of performance

Suggested Follow Up

- A series of executive coaching sessions
- A work values and personal motivator analysis
- A facilitated action learning programme.

(Follow up decisions will depend on individual learners and the specific context)