



P U T Y O U R G U N S D O W N

EXECUTIVE COACHING

**Anderson & Anderson
Executive Coaching Program
General Description:**

The Anderson & Anderson Executive Coaching/ Anger Management Program™ is designed to meet the needs of high-level executives, physicians, and those clients who prefer to be seen on an individual basis for specialized coaching and privacy. The program includes, *The Practice of Control*, the Anderson & Anderson “disruptive physician” client

workbook, along with *Gaining Control of Ourselves* DVD, and *Contrasting Wheels of Behavior* – the do’s and don’ts of self-control.

Assessments:

Each of our coaching clients will receive an E-mail containing access to the internationally recognized BarOn EQ-1 2.0 Model of Emotional Intelligence. This comprehensive assessment examines the following EQ competencies:

Self-Perception
Self-Regard
Self-Actualization
Emotional Self-Awareness

Stress Management
Flexibility
Stress Tolerance
Optimism

Self-Expression
Emotional Expression
Assertiveness
Independence

Decision Making
Problem Solving
Reality Testing
Impulse Control

Interpersonal
Interpersonal Relationships
Empathy
Social Responsibility

Following a detailed explanation of the client's scores on this assessment, the coach and the client will develop an Action Plan that will be followed during the 6 month Aftercare Program.

Aftercare sessions are provided via phone. Follow-up is designed to assist the coaching client in utilizing the tools introduced during the initial in-person twelve sessions.

Schedule:

The program for on-site Coaching is typically conducted over a two-day period. This is done to avoid interference with the physician's work schedule. The coaching is provided for six hours each day, and includes the comprehensive assessment. However, you may schedule the sessions to suit your needs. Three four-hour dates can be scheduled, or you may also schedule weekly sessions as to your preference (for sessions conducted at our office in Los Angeles).

Aftercare is scheduled over a six-month period at the conclusion of the initial sessions. Sessions by phone are scheduled twice monthly. Please call our office for additional information regarding scheduling.

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Sessions can be scheduled for any day of the week, including Saturday and Sunday.

Fees:

The total fees for the Executive Coaching/Anger Management program onsite, is \$5,900.00. This fee includes the enrollment, assessment, coaching, training materials and 6 months of Aftercare. It does not include airfare; ground transportation, or hotel accommodations.

The Aftercare consists of twice monthly phone contacts and as needed consultations. The total fee for clients seen in our Los Angeles Office is \$4,900.00. For any additional information regarding cost, please call our office at 310-207-3591.

If practiced and utilized as taught, the skills learned in the areas of self-awareness, self-control, social awareness and relationship, as well as anger management, communication, stress management, and emotional intelligence will enable the client to be more productive, less stressed, and more empathic to the needs of others. You will communicate more effectively and express emotions more appropriately.

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Executive Coaching Outline

1.) Session One:

Client completes the comprehensive On-line BarOn EQ-2.0 Emotional Intelligence Assessment and prepares for discussion and feedback.

2.) Sessions Two, Three, and Four:

Coach and client will review and discuss the emotional intelligence assessment results, develop an action plan and establish goals for coaching.

3.) Session Five:

An overview of Emotional Intelligence Coaching with a definition of the 15 scales of the BarOn Assessment and how they relate to each other.

The BarOn IQ-I 2.0 includes the following scales: Self-Perception, Stress Management, Self-Expression, Decision Making, and Interpersonal, and the associated subscales.

4.) Sessions Six, Seven & Eight:

Impulse Control with exercises from the client workbook as well as *The Contrasting Wheels of Behavior* will be demonstrated.

The Client will learn:

- A.) To identify situations that produce emotions of anger or frustration;
- B.) That anger is a secondary emotion;
- C.) That anger can be an indication of unmet needs that require more attention;
- D.) The coping skills to manage emotions in your interpersonal relationships, including in the workplace, at home, and in public. The client will practice these skills and record Behavior Logs to report how you managed a situation from your daily life.

5.) Sessions Nine & Ten:

Stress Management (**DVD: *Gaining Control of Ourselves***)

The Client will learn:

- A.) About stress and its effects
- B.) About stressors and how to identify them
- C.) About negative self-talk and its effects
- E.) How to overcome stressful situations

6.) Sessions Eleven and Twelve:

Emotional Intelligence and Summary (**DVD: *Gaining Control of Ourselves***)

The Client will learn:

- A.) The New concept of emotional intelligence.
- B.) Client will learn to apply emotional intelligence techniques in his/her life.
- C.) How to use emotional intelligence to manage your anger and develop deeper empathy.

Anderson & Anderson Executive Coaching/Anger Management Partial Client List

- ❖ **Kaiser Permanente, Southern California Regional Medical Centers**
- ❖ **Glendale Adventist Medical Center, Glendale, CA**
- ❖ **Children's Hospital, Los Angeles**
- ❖ **City of Hope National Medical Center, Duarte, CA**
- ❖ **Cedar-Sinai Medical Center, Los Angeles, CA**
- ❖ **UCLA Medical Center, Los Angeles, CA**
- ❖ **St. John's Hospital, Santa Monica, CA**
- ❖ **Santa Monica Hospital, Santa Monica, CA**
- ❖ **McHenry Hospital, McHenry, TX**
- ❖ **Midway Hospital, Los Angeles, CA**
- ❖ **Hospital Corporation of America, Richmond, VA**
- ❖ **Medical Center of McKinney, McKinney, TX**
- ❖ **St. John West Shore Hospital, Westlake, OH**
- ❖ **Cancer Care Center of Southern India, Bloomington, IN**
- ❖ **Orthopaedic & Sports Medicine Center, St. Marys, GA**
- ❖ **Valley Baptist Medical Center, Harlingen, TX**
- ❖ **Metro Psych Hospital, Pasig City, Manila, Philippines**
- ❖ **U.S. Dept. of Veterans Affairs, Washington, DC**
- ❖ **Providence Health Services, California**
- ❖ **St. Frances Medical Center, Lynwood, CA**
- ❖ **Hollywood Presbyterian, Hollywood, CA**

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