



1 April 2020

Dear All AIEC Entrepreneurs

**BUILDING EMOTIONAL INTELLIGENCE AND LEADERSHIP SUCCESS**  
**EXECUTIVE COACHING PROPOSAL FOR YOURSELF**  
***-STRICTLY CONFIDENTIAL-***

AIEC hereby present this proposal for building emotional intelligence and leadership success.

**OUR UNDERSTANDING OF YOUR LEADERSHIP DEVELOPMENT NEEDS**

- To deploy an effective and powerful Leadership Coaching Program for yourself in your current business.
- To build Emotional Intelligence and Leadership success.
- To provide you with the leadership capability to confidently and professionally interact with internal and external emotional capital.

## **Why Emotional Intelligence?**

- Research shows that effective leadership is a by-product of specific social and emotional skills, known collectively as emotional intelligence.
- Great leaders know their own emotions and manage them effectively. They form strong relationships with others, and are adept at building commitment to achieving their goals.
- Effective leaders also have clear values that guide their actions and are consistently evident in their behavior. This clarity and consistency helps others understand and embrace the desired values.
- Emotional skills are critical to value-driven leadership, since they help you define, communicate and live your values. At times, there can even be a direct overlap (e.g. empathy may be both a value and a skill)

## **The Emotional Capital Report (ECR)**

The ECR and ECR 360 measure and build the emotional intelligence skills that characterize effective leaders

- Research has revealed the important role emotional and social skills play in creating our most important source of wealth – emotional capital.
- The Emotional Capital Report is a psychometric tool that represents an important advance in the measurement of leadership behaviors.
- It enables us to measure the building blocks that are scientifically linked to the behaviors of successful leaders.

*“The ECR is the best test system I have ever seen.  
I would recommend it with my head and my heart.”*

Professor Bertil Mardberg, University of Gothenburg, Sweden (One of Europe’s Most respected Psychometrician).

## **BUILDING LEADERSHIP EFFECTIVENESS WITH EMOTIONAL INTELLIGENCE COACHING**

**STEP 1: Building Emotional Intelligence and Leadership Success -Two and a Half Hour Emotional Capital Workshop by RocheMartin**

The workshop is designated to accelerate the practice of emotionally intelligent leadership. It examines the science of emotional intelligence (EQ) and the compelling business case for its relationship to leadership success. The workshop is designed to equip you with the ten dynamic emotional skills that distinguish outstanding leaders from average ones.

As an intensely practical experience, the workshop remains sharply focused on the application and practice of the key strategies for building emotional intelligence. It breaks open the building blocks of effective leadership skills.

### **Learning Objectives**

- Uncover the science behind emotional intelligence and emotional capital.
- Learn the emotional and social skills that drive effective leadership.
- Assess and build your own emotional intelligence and leadership skills.
- Commit to developing an action plan for building your emotional capital

### **STEP 2: ECR 360 Assessments by Roche Martin**

**You will receive:**

- **An ECR 360 degree assessment using Roche Martin's online Emotional Capital Report (ECR)**
- **A custom report identifying leadership strengths and developmental needs.**

**You will first complete a self-assessment, and then invite 10-15 other people to provide feedback (including peers, direct reports, and managers).**

### **STEP 3: Feedback Session**

You will receive a 2-hour face to face coaching and feedback session that maps out a personal development & coaching plan.

Participants will first complete a self -assessment, and then invite 10-15 people to provide feedback (including peers, direct, direct reports and managers). I would suggest that your feedback session start in the week following the Workshop

A Summary Report is provided in the week after your feedback session has been completed.

### **STEP 4: Individual Executive Coaching**

Individual coaching sessions over the next few months. It will include executing emotional intelligence in your daily work routine which leads to effective improvements in your leadership. The Executive Coaching sessions will also include Logical Levels, Perceptual Positions, 21 Day Challenge, Creating Presence as a Leader.

## **STEP 5: 2 Competencies development needs 45 mins session for each participant.**

You will have two sessions of 45mins to assist with development needs from the ECR reports. These competencies will supplement the one-to-one coaching and build upon the individual feedback sessions conducted earlier.

### **OVERVIEW AND ROLL – OUT OF PROGRAMME**

<b>Element</b>	<b>Description</b>	<b>Details</b>	<b>Dates</b>
2.5 Hour introduction to Emotional Intelligence	This workshop is designed to building emotional intelligence and leadership success	2.5 hours workshop with a workbook	TBC
ECR 360 Assessment & Feedback	You are required to complete the Emotional Capital Report 360 (ERC 360) by the beginning of next week. Feedback is delivered by myself in the following week.	Online administration-allowing 5-10 days for admin and prep; 2-hour feedback sessions on individually tailored ECR360	3 April 2020
One-to-One Executive Coaching	One-to-one Executive coaching commences with myself once the above have been completed	+ 4 individual coaching sessions per participant. Supports the application of emotional intelligence to day-to day role.	April 2020 to May 2020
Competency Building workshop	Participants come together in 2 groups in *2 x 45 minute on-one sessions with me to enhance 2 Emotional Intelligence competencies that require building for example Empathy is the glue of influence, developing straightforwardness etc.	*2 x 45 minutes small workshops buildings blocks of Emotional Capital Competencies practiced.	TBC

### **YOUR INVESTMENT PER PARTICIPANT**

<b>Elements</b>	<b>Description</b>	<b>Details</b>	<b>Cost</b>
2 .5 Hour introduction to Emotional Intelligence	Engagement seminar delivered by myself by Skype one-on-one	2.5 including questions and answers plus a case study	€350-00
ECR 360 Assessment & Feedback	Participants complete the emotional capital report 360(ECR 360) following introductory seminar but prior to coaching and development.	2-hour feedback sessions plus an individual tailored coaching report	€750-00
One -to – One	4 x 1hour coaching sessions	Various aspects of	€600-00

Executive coaching	@Euro 150 per session delivered face to face by myself via Skype	executive coaching will be covered including Perceptual Positions, Logical Levels, 21 Day Challenge, Creating Presence as a Leader, Presenting with Impact.	
Competency building workshop	*2 Competency building workshop designed according to your needs. Topics may include Empathy – the glue of influence, becoming a Trusted Leader, Building straightforwardness, Establishing optimism	Duration 45 minutes per workshop	€350-00

<b>TOTAL EURO</b>	<b>€2 050-00</b>
-------------------	------------------

### **ABOUT OUR FACILITATORS**

Tersia is founder and Chief Executive Officer of Dikgato Tsame (Botswana)(Proprietary)Ltd. She is an accredited executive coach with Level 9 accreditation in Executive Coaching as well as Leadership from University of Cork, Ireland. During that period she also completed a Mini MBA. Tersia also been trained in the Roche Martin leadership development tool, the Emotional Capital Report (ECR) and the Emotional Capital Leadership development system; is therefore qualified to deliver individual ECR/ECR feedbacks and to facilitate Roche Martin's Emotional Capital Leadership Program.

Her fundamental coaching focus is to accelerate the practice of emotional intelligence leadership that distinguish exceptional leaders from the average. This is the blue print we strives to develop and utilize. I go beyond by emphasizing the need to create emotional wealth in an organization in order to create the edge that separates the good from the great organizations.

She have worked fifteen years in various positions in leading Botswana companies, notably PricewaterhouseCoopers, Botswana Breweries (Proprietary)Limited, Time Projects (Proprietary)Ltd and gained experience in administrating and managing various aspects of businesses. The exposure gave her confidence in working towards her dream of establishing her own business and she founded Kagiso Funeral Parlor in Maun, Botswana. Under her leadership over eight years this business grew. It became the market leader in the funeral industry in North and Central Botswana, a household name and the service provider of

choice. The business later merged with FSG and was listed on Botswana Stock Exchange in 2008.

She was recently the guest speaker for the National Strategy Office, of the President of Botswana, was one of the recipients of the SADC Women Forum & Leadership Excellence Awards and inducted into the SADC Women Leaders Hall of Fame. Last year September she was an inspirational speak at the Amplify Africa Summit for women empowerment. Tersia is currently pursuing my Masters in Business Practice.

#### Oliver Fortune Chikodzore

Oliver is an entrepreneur who specialises in thought-leadership and strengths-based personal development. He is respected for his unique perspectives and his balance of contrarian thinking with measured judgment. He is an individual who is devoted to the wellbeing of Africa, its youth and future generations. He has dedicated all his efforts and resources to the goal of stimulating Africa to redeem her glory, to reassert her centuries-old contribution to economies, politics, culture, and arts and once more to be a pioneer in the many fields of human endeavour. He is an abstract thinker, yet also a concrete theorist of note. This is evident in his articles and his works in various thought-leader platforms in which he has held presentations and lectures through Project Management South Africa (PMSA) and Cape Media Corporation, just to name two.

Currently, he is the Chief Executive Officer of The African Innovation and Entrepreneurship Centre: an initiative that helps uplift the youth in struggling communities and mobilize the future of African development and economic growth.

A fervid entrepreneur at heart, Oliver speaks professionally on leadership, innovation change and creating a high-performance culture. Oliver believes the blueprint to building a successful business lies in getting four key pillars right: the quality of its leadership; its ability to innovate strategically and creatively; its proficiency at managing change intelligently; and lastly, the degree to which it can embed a high-performance culture in people, especially in identifying critical aspects in high-pressure situations.

He is extremely passionate about instilling leaders with the necessary skills to build empires and achieve greatness within a highly competitive market.

[www.aiec-digital.org](http://www.aiec-digital.org)

#### TERMS AND CONDITIONS

- 50 Percent before commencement of the program.

Please do not hesitate to contact our admin office should the need arise.

Yours sincerely

Electronically

Oliver Fortune Chikodzore

Mobile: +27 64 085 3885

[www.aiec-digital.org](http://www.aiec-digital.org)