



DBC

e-coaching associates

COACHING 3.0

An innovative and bespoke solution to support and train your teams.

DO YOU HAVE ANY OF THESE ISSUES?

Transition Coaching: One of your employees or colleagues is facing important new responsibilities, moving from a technical to a managerial role, changing workplaces, managing a change within their team, or facing a particular challenge or crisis...

Performance coaching: You would like one of your employees or collaborators to improve their team management, develop their leadership skills, or learn to communicate better. You might also want to see improvements in their conflict management, their intercultural relations, and how they manage their stress or time.

Orientation coaching: One of your collaborators would like to discuss their career or make sure that the new role you have presented them with is the right one for them. Or perhaps you would like to ensure that you have placed the correct person in a new role.

WHAT WE OFFER



Accessibility



Efficiency



Completeness



Availability

You and your teams will receive personalised support, as well as access to an innovative e-coaching platform to guide you through your personal and professional projects.

The platform includes:

- **Video conference rooms** where you will meet your coach for each session.
- **Direct access to coaching tools** and practical exercises on different themes to help you progress in between sessions.
- **20 online training courses** (in French and English) on management, communication, and personal and career development, all adapted for your needs as a manager.
- **A personal space** where you will find the tools used with your coach, your notes and results, and also the agenda for each of your sessions.

OUR ASSETS:

- **Affordable rates** compared to traditional face-to-face training. We are also a registered training organisation to facilitate your care.
- **Maximum flexibility** with no time or space constraints. Without having to leave your home or office, you can be coached at any time. This is especially beneficial for managers with busy schedules and frequent travel. We specialise in working with international organisations.
- **A holistic approach** that uses different methods and tools (one-on-one sessions, tests, questionnaires, case studies, and e-learning modules) to help you reach your professional goals.
- **Psychometric testing** (MBTI type II, DISC, Process Com, Hogan) gives you a clear image of how you function professionally, your managerial preferences, motivation, performance zones, and your negative behaviours in times of stress.
- A complete and confidential **360° analysis** to allow you to identify your assets and areas for improvement from the perspective of your colleagues and interlocutors.
- **Support dedicated to managers** with complete flexibility, confidentiality, and understanding of your needs, constraints, problems, and operations. Our coaches can also meet you in person if and when you like.

WHO ARE WE?



Director and Founder, **Stéphanie Dillièrè Brooks**, spent more than a decade as a team manager in the International Development sector. She has taught management, internal and external communication, and crisis, conflict, and change management at universities and within organisations for the last 15 years. For over six years, she has supervised coaches as an educational manager and trainer at the International Coaching Institute of Geneva.

Stéphanie has a PhD in Organisational Communication and is certified by the International Coaching Federation as a MCC (Master Certified Coach). She specialises in MBTI, Hogan, and professional wellness coaching, and is also a certified CLEEN and positive psychology practitioner.

She has brought together a team of 30 diverse coaches (in gender, culture, and professional experience) to better adapt to the specific needs of the managers we work with.

OUR COACHES AND E-COACHES



We have a **highly qualified team** of e-coaches with diverse expertise. **Certified Professional Coaches**, members of the International Coaching Federation, who have been supervised and approved by our quality label in e-coaching, these men and women represent all the socio-cultural and professional profiles adapted to your needs.

All of our collaborators have validated **experience** in the **corporate**, as **Managers** or **Human Resource** Specialists.

With a view to **excellence**, our team continues acquiring and developing new skills and know-how over time, such as specific coaching methods, psychometric tests, and tools that would serve our clients.

THEY PUT THEIR TRUST IN US



“ This coaching has been a great help to me, both in starting my new role and with more general support as time has gone on. Most of all, it helped me to take up my field position as calmly as possible. ”

EMILIE, ACTION CONTRE LA FAIM

“ The chance to have coaching alongside my work has allowed me to take my foot off the brakes one at a time. Something that usually isn't easy following training outside of work where the good resolutions you make don't align with your every day reality. ”

EMMANUELLE, CROIX-ROUGE FRANÇAISE



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Created in association with the International Coaching Institute in Geneva and People Care, the E-Coaching Label allows us to validate, train, and supervise coaches who hold this badge.

The Label responds to three main requirements:

The first is **respect for our coaching ethics**. E-coaching should be synonymous with utmost confidentiality and rigor within our client partnerships. The label's framework guarantees the quality of this service.

Transparency is essential so that our clients are clear on what we will be providing during this process, and the differences between this method and those of more traditional e-coaches.

Finally, our methodical framework sets a precedent for **excellence**. By continuously training our labeled coaches, our philosophy is to always be striving for the highest quality service. E-coaching has evolution and improvement built into it through the feedback of clients' experiences and needs.



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