WLE Accelerator Syllabus

The WLE Accelerator is a small-group, semi-private coaching program that takes members through the entire [WLE curriculum](http://www.conspirecoaching.com/women-leaders-emerging.html) in 16 weeks (the full program is 8 months) to walk away with a comprehensive strategic plan for their lives and careers. Key features:

* Three Participants and a coach meet every other week for 16 weeks.
* Perfect for people who want to make a change in life/career more immediately than those who enroll in the original WLE program. Unlike the full WLE program, members complete the curriculum in approximately 4 months rather than 8 months.
* Smaller group than the standard WLE program means you have more focus on yourself, but still benefit from the wisdom of other mission-driven women and a supportive coaching community.
* Members take turns being the main focus of each group coaching call, but everyone has opportunity for some feedback on each call.

The following syllabus is the starting point. The members work together to tweak this syllabus to tailor the coaching work and topics to their specific goals and needs.

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| **Coaching Activity** | **Description** | **Month** |
| Homework:Intake Questionnaire & Values Exercises | The intake questionnaire is a foundational set of questions that will help set up the coaching relationship. It will help you to clarify your coaching goals and ensure that we co-create a tailored coaching plan that gets you where you want to go. The values exercises establish foundational points of reference about who you are and what you want that will support each and every coaching session that follows. During the initial intake session, we will also review these values so that you more fully understand them and to powerfully ground your relationship with your coaching circle colleagues and coach. Prior to your intake session, you will also launch your Strongest Self exercise that we will discuss during Coaching Session #6, and take the StrengthsFinder assessment. | Pre-Program |
| **Intake Session** | This **two hour** session is structured to develop a deep agreement about the overarching goals of the coaching work and to talk through the initial survey and values work, laying the foundation for the eight sessions that will follow. In this session, we'll also talk through the nuts and bolts of the coaching program to clarify all expectations and logistics. We'll also look through the Strategic Plan Template and discuss the best way to keep it organized in a way that will best support your progress. | Pre-Program |
| Homework: Co-Design Coaching Agreement | As a result of the intake session, your coach will draft a summary of over-arching coaching themes and objectives for the group and present suggestions for how to reach the objectives through the upcoming coaching work and sessions. You will revise this document and we will collaborate until we have a final, agreed upon document. The rest of this syllabus is subject to change based on the results of this agreement as we may decide to tweak the syllabus. | Pre-Program |
| Homework: Big Questions | Prior to the first Coaching Session, you will jot down all the big questions about your life and career that you are facing. You will then organize these by categories and be ready to discuss these with your coach and coaching circle. | Pre-Program |
| Group Coaching Session #1:**Big Questions** | When you see all your Big Questions laid out in front of you, what comes up for you? What progress can you make from these insights? What goals are beginning to emerge? The group will explore these questions and more during Coaching Session #1. | Week 1 |
| Homework: **Mission** | Who are you? What is your purpose? You will work on a series of exercises to help develop powerful language to describe this and focus your energies on designing your next chapter around this mission.  | Week 2 |
| **Private Coaching Session** | Each participant will book a private coaching session between Sessions 2 – 4 to ensure they feel solid with the initial material and to get ready to shift into setting and acting upon their goals.Members book their sessions using this link. <http://www.conspirecoaching.com/bookaession.html> | Weeks 2 - 4 |
| Group Coaching Session #2:**Mission** | In this coaching session, we’ll refine and unpack your mission, and possibly do some visualization work to help you connect emotionally to it. | Week 3 |
| Homework: Vision | A vision serves as a compass for organizing your actions and choices. It gives you permission to paint a picture of the life and career you most desire (even the conflicting and "unrealistic" elements of it), which creates momentum toward concrete steps to bring you closer to that vision. You will complete a series of vision exercises to help build your unique vision. | Week 4 |
| Group Coaching **Session #3 - Vision** | You will bring your vision to a coaching conversation to explore what came up as a result of drafting it (e.g. what it stirs in you, what fears come up, etc.) We will also conspire about actions that will bring you closer to your vision. | Week 5 |
| Homework: Visualization | Your coach will record a tailored guided visualization for you to help shift from your past chapter and into the next one. This powerful experience helps you let go of the forces that hold you back and get ready for action. | Week 6 |
| Homework: Goals & Well-Formed Outcomes | Now that your values, big questions, mission and vision are in place, you're ready to draft goals for the upcoming year. Following some prompts on a worksheet that pulls the pieces together, you will identify three goals to achieve over the upcoming year and develop well-formed outcomes for each of these goals. | Week 7 |
| Group Coaching Session #4:**Goals** | In this session we will review the goals and ensure that they are clear, powerful, and achievable. We will then focus on one of the goals to break through what may hold you back and what support systems you need in place to propel you forward. | Week 8 |
| Homework:StrengthsFinders Revisit | You will revisit your StrengthsFinder results and read up on your themes. Come prepared to the upcoming coaching session with some reflections and questions about your themes. How do you feel about your results? What practical applications for how you lead and live do you see in the themes?  | Week 9 |
| Group Coaching Session #5 - **StrengthsFinder** | This coaching conversation will center on what came up for you as a result of your assessment, and I will share an analysis of the strengths themes. We will then move into a coaching session on applying a strengths-based approach to one of your three goals. | Week 10 |
| Homework: Strongest Self Analysis and Strengths-Based Resume | Between these sessions you will conduct an analysis of your Strongest Self assignment, and then go back over your goals through the lens of your clarified strengths. I'll review your analysis and brainstorm possible applications to your goals. You will also update your resume and LinkedIn profile to showcase your past experience through the lens of the strengths from which you would like to lead going forward. | Week 11 |
| Group Coaching Session #6:**Strongest Self** | In this session we'll debrief your Strongest Self analysis and uncover what comes up, and how it relates to your goals. This session often results in increased motivation for and clarification about proceeding with your plan. We’ll introduce your relationship mapping coaching homework during this session.  | Week 12 |
| Homework: Relationship Mapping | You will choose from three different relationship maps to support the achievement of at least one of your goals. The maps help you think through all your possible existing and potential relationships in the context of your goals. | Week 13 |
| Group Coaching Session #7:**Relationship Mapping Coaching Session** | We'll debrief key insights from your map and make a plan for how to put the map into action to make progress on your goals. We will introduce your Strategic Plan Project that you will complete before session #8, the Final Celebration. | Week 14 |
| Homework: Strategic Plan Project | You will create a PowerPoint presentation of your strategic plan that you will present during the Final Celebration. This exercise ensures that you pull together all the pieces of your plan and have an accountability partner in place to support you in its implementation. Your coach will work with you via email and through as-needed short coaching conversations to ensure that this plan is fully in place before you graduate from your coaching program | Week 15 |
| Coaching Session #8:**Celebration and Launch** | Each member will have 15 minutes to present her strategic plan and to be fully celebrated by her coaching circle. This launches members into the next phase of life in which she is driven by her own personal and professional strategic plan. | Week 16 |
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| Bonus:**LinkedIn & Social Media Audit and Feedback** | We will schedule a bonus session at an appropriate time as it comes up during the coaching for me to review your online professional presence and advise on ways to improve your professional brand. This can take place any time after the Strengths’ unit is completed and within two weeks after the program ends. |
| **Ad-hoc coaching** | In addition to the private coaching session, members may schedule up to two additional 30-minute coaching sessions, using this link: www.conspirecoaching.com/bookasession.html |