



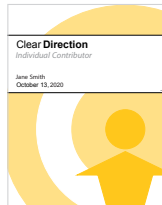
INDIVIDUAL CONTRIBUTOR PROGRAM

WITH PERSONAL COACH

FULLY CUSTOMIZED PROGRAM

The Individual Contributor Development Program begins with a 15-minute **emotional intelligence assessment** that measures biases and clarity in thinking. The assessment results are used to generate **custom development curriculum** focusing on the participant's strengths and blind spots. This unique development program includes **unlimited access to a personal coach** for six months.

Includes:



Custom Development Report

60-page customized development report describing natural strengths and blind spots.



13 eLessons

Emailed every two weeks and include **custom development tips and tactics** that can be implemented immediately.



Monthly Coaching Calls

In these monthly 60-minute sessions, the participant will receive personalized coaching based on their strengths and blind spots related to each eLesson. Each coaching session is designed to create accountability and awareness.

Contact **ZERORISK HR** today to learn more or get started!

800-827-5991 or service@zeroriskhr.com



BENEFITS OF THE PROGRAM



DEVELOP
FUTURE LEADERS



GAIN
SELF-AWARENESS



INCREASE
EMPLOYEE
ENGAGEMENT



MAXIMIZE
PRODUCTIVITY



ENHANCE
COMMUNICATION

COACHING SESSION TOPICS

Month 1

- #1: Deliberate, Automatic, and Reactive Thinking
- #2: Establishing Your Trustworthiness

Month 2

- #3: Flexible, Responsive, and “Can Do” Approach
- #4: Organizing

Month 3

- #5: Prioritizing
- #6: Being Bigger than the Job

Month 4

- #7: Bringing Energy
- #8: Things are Under Control

Month 5

- #9: Bringing About Desired Results
- #10: Why Surprising Your Boss is Deadly

Month 6

- #11: Earning the Respect of Your Colleagues
- #12: Respecting Your Colleagues
- #13: Team Etiquette



REAL RESULTS

“I really enjoyed the e-lessons. They helped me focus on my development and growth as well as helped me be proactive in my communication with my managers and co-workers. The program was great.”

- HR COORDINATOR, EQUINOX



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