

Multicultural Coaching for Leaders

WittKieffer offers multicultural coaching, which is executive coaching through the lens of diversity, equity and inclusion. Organizations whose leaders demonstrate multicultural sensitivity have a greater chance of innovating, increasing productivity and driving change. Multicultural sensitivity is associated with positive team and organizational outcomes, including enhanced trust, better communication and better financial performance.

Your executives may ask themselves:

- Can I learn to become more understanding of the many cultures represented in my workplace and beyond?
- Will greater multicultural sensitivity make me a better leader?
- Will my team members recognize and appreciate the changes I've made toward greater sensitivity?
- How can I encourage multicultural awareness in others to create systemic change and be a champion of diversity and multiculturalism?

How We Can Help

WittKieffer can help leaders answer these and many other questions. Working with the licensed, experienced Ph.D. psychologists at our partner CMA, our Multicultural Coaching offering is based on multicultural sensitivity principles, which emphasize the awareness of and respect for differences among individuals. Leaders who consistently demonstrate multicultural sensitivity are eager to leverage their positions of power to enhance diversity, equity and inclusion within their organization.



Who Can Benefit?

Executives who will benefit the most from this coaching include leaders – from senior executives to extended leadership teams – who have significant impact and reach in their organization to drive systemic and individual change. They must have a commitment to engage in this developmental effort, and must embrace curiosity, vulnerability, courage and humility.

About CMA

Headquartered in St. Louis, CMA consists of Ph.D. organizational psychologists with a 45-year track record of success. The CMA team employs science-first processes to help individuals to lead more effectively and organizations to thrive.

Overview of the Program: Three Phases

Timeline (9-12 Months)	Coaching Activities
Phase 1	<p>Coachee undergoes recommended assessments (e.g., 360 degree, implicit association test, intercultural development inventory)</p> <p>Coach and coachee review assessment data and create development plan</p>
Phase 2	<p>12 one-on-one coaching sessions (60 minutes, via videoconference)</p> <p>Real-world observations for coach to observe coachee's leadership and management approach</p> <p>Quarterly check-ins with appropriate executive(s)</p> <p>Meetings as needed with accountability peer</p> <p>Applied practice activities (optional)</p>
Phase 3	<p>Final coaching session(s); determine next steps to maintain momentum</p>

Areas of Exploration

Below are examples of the potential areas to be explored with coachees.

- Enhancing psychological safety on a team
- Implicit bias
- Defining and identifying microaggressions
- Bystander intervention
- Being an ally; empathy
- Navigating crucial conversations related to diversity and inclusion
- Exploring privilege and identity
- Self-care and resilience building
- Influencing around DE&I topics
- Enhancing awareness of social dynamics that perpetuate inequity
- Industry-specific topics – example: health equity or social determinants of disease for healthcare

Applied Practice (Optional)

It may help to supplement monthly one-on-one coaching sessions with additional learning components that emphasize *doing*. These components may include:

1. Developing a **personal vision/mission statement** for leadership around diversity, equity and inclusion.
2. **Immersive multicultural experience:** Optional developmental experience to support genuine exploration and respect for multicultural experiences.

For more information please contact:

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