2026 Catalog

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- Coaching
- Leader as Coach
- Leadership Development
- Organizational Performance
- Team Development

ABOUT US

Xponents, Inc. is an organizational performance and talent development consultancy that designs, develops, and delivers cutting-edge team member transformation programs. Xponents' experienced resources also provide coaching services for individuals and teams. Our focus is on elevating individuals, teams, and organizations above self-imposed limitations to recognize their limitless potential through honoring and unleashing the unique values, vision, purpose, and talents inherent in all.

Company Principal:

Deb Siverson founded Xponents in 2003 to help organizations bring out the best in their people. She believes this is accomplished, in part, by having more authentic conversations in the workplace. Deb is the creator of the coaching series, *Cycle of Transformation,* designed to improve performance by helping managers have a positive impact on team members through enhanced communication and coaching skills. Deb is a certified coach, author, master speaker, and facilitator. She has her master's degree in organizational leadership from CU Boulder.

Past Performance:

Xponents has worked with a variety of clients in large and small firms. Xponents has designed and delivered unique customized workshops that enhance individual and team effectiveness. Xponents has also developed training programs that target effectiveness gaps, allowing participants to hone their knowledge and skills to improve proficiency. Xponents employs a variety of adult learning techniques to engage participants. The interaction and connection with each individual is key to improved understanding of the concepts and materials presented.

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Services:

- ***Coaching*** *for individuals and groups*
  - ⇨ Creates self-awareness that leads to insight, action, and transformation.
  - ⇨ Recipients identify, strategize, develop, and execute an action plan on the individual and/or team's greatest business priority.
  - ⇨ Recipients recognize team skills and toxins; the importance of balancing vision, strategy, and tactics; the power of leveraging diverse strengths and experiences inherent in teams.
- ***Leader Coach Workshops*** *for leaders and managers*. Managers learn and practice:
  - ⇨ Coaching skills and protocols.
  - ⇨ Effectively delivering specific, behaviorally based feedback.
  - ⇨ Identifying high-impact areas of focus.
  - ⇨ Collaborating with team members on development plans.
  - ⇨ Establishing personal accountability for results.
- ***Leadership & Team Development*** *for teams, leaders and managers*. Participants:
  - ⇨ Gain awareness of their natural talents, competencies, strengths, and opportunities.
  - ⇨ Define areas to work on to develop and improve effectiveness.
  - ⇨ Develop a team focus to improve the climate within the work environment.
  - ⇨ Build stronger relationships with team members and customers.
- ***Customized Learning & Performance Programs***
- ***Assessments***
  - ⇨ Emotional Intelligence
  - ⇨ Myers-Briggs
  - ⇨ Team Diagnostic International
  - ⇨ DiSC

Unleash Your
POWER

OUR PRESIDENT

Xponents President Debra Siverson is passionate about her firm's mission – helping organizations develop high-performing teams that make a positive impact on the bottom line. She and her team of experienced resources are uniquely qualified to help your firm move success to a whole new level.

Deb founded Xponents to facilitate improved business results by utilizing a research based success model for high-performing, sustainable teams. Deb is also the creator of the coaching series, Cycle of Transformation, designed to enhance team leaders' coaching effectiveness. Xponents' customized services range from consulting and designing solutions to hands-on implementation, in addition to tailored work for Team Alignment and Coaching, and Team Conflict.

Deb's nearly 20-year career inside Corporate 500 organizations included progressively senior roles in both line and staff positions. Her areas of responsibility ranged from President with sales and business performance accountability, to Senior Vice President, where she led the team responsible for sales leadership training, sales measurement and reporting, and sales development for a multi-state region.

Deb is also an experienced executive coach. She is certified by the Coaches Training Institute (CTI), and is a PCC through the International Coach's Federation (ICF). Many of her coaching clients boast top positions in the nation's largest and most successful organizations. Deb also completed specialized training in Relationship and Organizational Systems Coaching through the Center for Right Relationships and is certified in the Myers-Briggs Type Indicator (MBTI) and Emotional Intelligence individual and 360° assessments. She utilizes Team Diagnostics International's cutting edge team diagnostic tools as a way to assess and enhance team performance. Deb's refreshing approach supports and encourages clients to reach for their goals and achieve more than they initially thought was possible.

Over the course of her career, Deb has worked with a variety of clients in large and small firms, as well as government agencies such as the United States Forest Service, Bureau of Reclamation, Bureau of Indian Affairs, Department of Labor, and Department of Energy. She has designed and delivered unique customized workshops that enhance individual and team effectiveness. She has also developed training programs that target effectiveness gaps, allowing participants to hone their knowledge and skills to improve proficiency. Deb employs a variety of adult learning techniques to engage participants. The interaction and connection with each individual is the key to improved understanding of the concepts and materials presented.

Deb believes that the most effective, result-oriented solutions are grounded in the traditions and realities of the organization or system, and builds on those with fresh designs that engage and motivate people for performance and success.

Deb holds a Bachelor of Science degree in Business and a Master of Science in Organizational Leadership.

Deb is the author of "The Cycle of Transformation: Igniting Organizational Change Through the Leader Coach."

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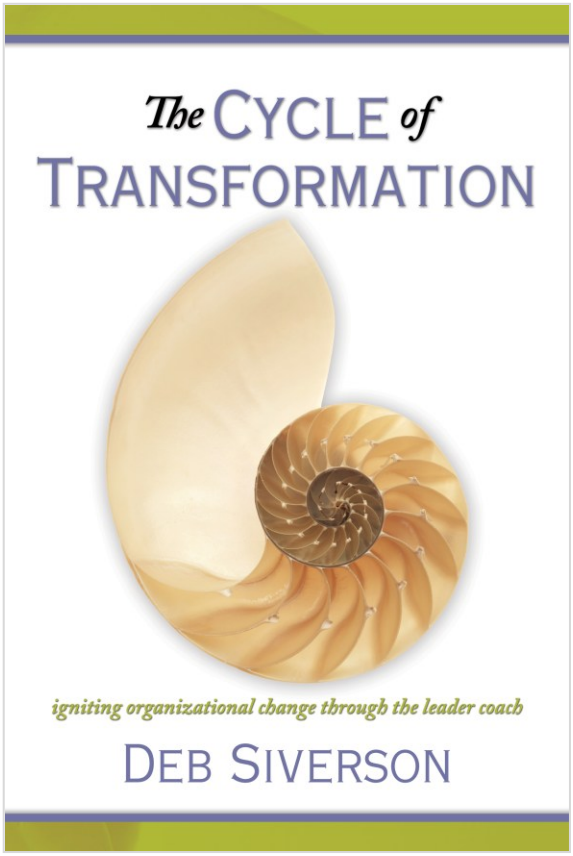
With all the ups and downs of the economy and the various dramas in the business world in recent years, good leadership is more crucial than ever before. But the old methods don't seem to produce the desired results any longer.

Author Deb Siverson knows this from firsthand experience. She worked for twenty years under the old productivity-based coaching model before she was introduced to a more relational approach. But rather than exchange one for the other, she realized that both models had something to offer. So she blended their effective aspects and created her own coaching model: The Cycle of Transformation.



Now, leaders can learn how to become "leader coaches" who empower their employees to fully engage with the company, resulting in a mutually beneficial connection that improves job satisfaction—which leads to increased productivity and profits. Approaching their role relationally, leader coaches play an important role in transforming their employees' lives at work. And this is no small accomplishment.

Often enlightening and always practical, The Cycle of Transformation informs readers how to develop trust, why it's important to spark insight before pushing for action, and so much more.

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Executive Coaching

Overview

A coaching engagement that includes a comprehensive written introductory interview, Emotional Intelligence$^{2.0}$ self-assessment, evaluation, goal setting, action planning, observations with feedback, and coaching support.

Xponents' methodology emphasizes shared goals and clear success measures. The intent is not to create dependency, but to transfer the investment of time and money to the bottom line of the organization and toward the ultimate purpose and potentiality of the leader.

Xponents' coaches are all certified by the International Coaching Federation. These hour-long coaching sessions typically take place virtually, twice monthly during the 6-month engagement.

Who will benefit:

- Leaders in transition:
  - New role/expanded responsibilities.
  - Changing culture/environment.
- Leaders in need of developing fresh approaches/new skills.
- Leaders who need to take their team to the next level.

Through this offering, participants will:

- Gain self-awareness that leads to insight, action, and transformation.
- Improve their effectiveness by identifying and removing obstacles that prevent them from achieving their goals.

Details

A six-month coaching engagement that equates to approximately 20 hours of interviews, assessments, evaluation, goal setting, action planning, observation, and coaching support. Our methodology emphasizes shared goals and clear success measures. Our intent is not to create dependency, but to transfer the investment of time and money to the bottom line of the organization and toward the ultimate purpose and potentiality of the leader we coach.

Hourly Leadership Coaching

Overview
As the marketplace has become increasingly competitive and fast-moving, organizations recognize they must work with speed and precision to enable the achievement of critical business objectives. The focus of coaching is to support good performers to accelerate personal development, practice continual learning and growth, and make the most of their capabilities and potential. In some organizations the cry has become, how do we get better, faster?

At Xponents, our coaching services focus on the development of leaders. We believe that leading is not a position, but a state of mind and so we think of ourselves as Leadership Coaches. Our emphasis is on working with the leader's behaviors, style, vision, values, and purpose. We support leaders in identifying areas of focus to improve their own effectiveness, and the effectiveness of the organization they serve. We also coach to instill a capability in the leader to move organizational effectiveness by helping the leader become a better coach.

Who will benefit:
- Leaders in transition:
  - New role/expanded responsibilities.
  - Changing culture/environment.
- Leaders in need of developing fresh approaches/new skills.
- Leaders who need to take themselves or their team to the next level.

Through this offering, participants will:
- Gain self-awareness that leads to insight, action, and transformation.
- Improve their effectiveness by identifying and removing obstacles that prevent them from achieving their goals.

Details
Coaching that supports identifying areas of opportunity, goal setting, and action planning. Xponents' methodology emphasizes supporting the coaching client with identification and attainment of goals. Xponents' coaches are all certified by the International Coaching Federation. These hour-long coaching sessions typically take place virtually.

Coaching the Coach

Overview
Coaching the Coach is a coaching service that supports Leader Coaches to enhance their coaching ability. Organizations are often limited with resources who can provide coaching expertise and mentorship to developing Leader Coaches. Xponents Master Coaches observe and provide behaviorally based feedback. The coaching relationship focuses on developing self-awareness of coaching priorities and creating collaborative action plans to accelerate coaching outcomes. Typical observations include coaching interactions, team meetings, and presentations.

Optimum coaching alliances span a minimum of three months with an average of one observation and two hour-long coaching sessions each month over the phone.

Who will benefit:
- Leaders in need of developing fresh approaches/new skills.
- Leaders who need to take their team to the next level.
- Leaders who have recently completed Context of Coaching.

Through this offering, participants will:
- Gain self-awareness that leads to insight, action, and transformation.
- Be able to integrate fundamental coaching skills into real world situations.

Details
A coaching engagement that encompasses observation and coaching support, both in-person and virtually. Our methodology emphasizes examining specific situations to identify leadership behaviors and patterns that are impacting Leader Coach effectiveness. From this level of awareness, leaders can make new choices and act in ways that create intentional outcomes.

Skill Reinforcement Pods

Overview
Skill Reinforcement Pods are virtual group coaching sessions that reinforce skills and behaviors, deepen learning, and hold group members accountable for practicing new and desired protocols. Common uses for this service involve sustaining the learning around a recent business initiative such as teaching supervisors and managers how to coach effectively. The sessions combine facilitated learning modules, on the job assignments, group coaching from a certified coach, and social interaction and peer coaching in a virtual community of practice. Certified Systems Coaches use group coaching to tie all the elements together.

Our approach to transferring and sustaining learning encompasses a combination of on the job assignments, activity debriefs and coaching, and group accountability in a virtual community of practice.

Participants who will benefit:
- Those who recently completed one of our leadership development workshops and would benefit from additional reinforcement and support.
- Those who completed the workshop in the past but would benefit from a refresher.
- Those who have managers that are lacking in experience or the time to provide coaching and reinforcement.

Through this offering, participants will:
- Awareness through practice of skills and processes during real-time interactions and through the collective experience of the group.
- Accelerate the transfer of key concepts into specific work situations that are typical and/or challenging.
- Learn tips and best practice ideas from the field.
- Observe Demo Coaching Models conducted by Master Coaches.

Details
75-minute coaching sessions that utilize a virtual meeting place, twice monthly during the 3-month engagement (6 sessions and a kick-off meeting). Typical pod sizes are 6-8 participants per group.

Consulting services to customize job assignments that are relevant to business objectives are not included in the coaching package. These services are found under Consulting, Content Development, and Delivery. Xponents scopes content development based on clients specialized needs.

Leadership Coaching Circles

Overview
Leadership Coaching Circles are a virtually facilitated group process that focuses on what is needed most to enhance leader-effectiveness and move an intact work team to the next level of performance. Certified Systems Coaches ask compelling questions intended to move the group to a new level of thinking and challenge the group to uncover innovative and creative solutions to support new levels of performance. These facilitated group briefings and discussions enable collaborative and focused decision making. The ultimate objective is to develop a community of practice that is able to become independent and self-directed.

Who will benefit:
- Teams looking for opportunities to strengthen their relationships and increase their productivity and positivity.
- Leaders and Managers that want an innovative and organic learning process.
- Business professionals in leadership positions interested in developing their coaching and leadership skills.
- Managers who have just learned a new skill set and would benefit from support as they integrate and reinforce the learning.

Through this offering, participants will:
- Identify, strategize, develop, and execute an action plan on the team's greatest business priority.
- Recognize team skills and toxins; the importance of balancing vision, strategy, and tactics; the power of leveraging diverse strengths and experiences inherent in teams.

Details
Hour-long coaching sessions utilizing a virtual meeting space, twice monthly during three-month engagements (six sessions and a kick-off meeting). Typical Leadership Coaching Circle sizes are six-eight participants per group.

Relationship Systems Coaching

Overview
From time to time, working relationships become strained or grow stagnant. Systems Coaches work with individuals that have a reporting, partner, or peer working relationship that has become strained, is in crisis, or is at risk of having a negative impact on the individuals or the organization. Relationship Systems Coaches support defining, refining, and resolving disputes, disagreements, and divergent views. Working with a Relationship Coach will provide the skills needed to enhance productivity and work satisfaction.

During this customized coaching engagement, recipients learn and practice the art of creating agreements, gain awareness of old ways of operating that are ineffective, and utilize partnering skills that strengthen the working relationship. Shared goals and desired outcomes will be agreed upon at the onset of the engagement with the appropriate manager or executive sponsor.

Relationship Coaching is right for certain members of your organization if you've ever worried about the cost of dysfunctional relationships in the workplace.

Who will benefit:
- Working relationships that have become dysfunctional.
- New working relationships where the stakes are high.
- Unproductive working relationships that lack creativity and collaboration.

Through this offering, participants will:
- Walk away with practical skills and tools the work relationship can use to:
    - Discuss differing points of view.
    - Align around a common purpose.
    - Tell a difficult truth.
    - Mend relationships.

Details
A tailored coaching engagement, typically virtual, that includes individual coaching, joint coaching, and managerial check-ins. Xponents will determine the number of individual and joint coaching sessions based on the specific needs of the relationship in question.

Cycle of Transformation-Context of Coaching

Program Length: 3 days
Delivery Method: virtually or in-person
Maximum Participants: 20

Overview
Context of Coaching is the first of three workshops in the dynamic series, *The Cycle of Transformation*.

This coaching workshop will teach participants fundamental coaching skills, performance coaching models, and how to deliver specific feedback. Ideal for leaders and managers who want a practical approach to learning how to coach; business professionals in leadership positions interested in developing their coaching and communication skills; and teams looking for opportunities to strengthen their relationships and increase their productivity.

Through this course, participants will:

- Understand and demonstrate coaching fundamentals.
- Learn how to develop trusting relationships at work.
- Gain strategies to empower self and others.
- Deliver specific behavioral feedback in a way that minimizes resistance.
- Conduct effective performance coaching sessions.

Fundamental Coaching Skills:

- Developing Authentic Trust
  - Building Confidence
  - Being Transparent
  - Assuming Greatness
  - Holding Accountable
- Sparking Insight
  - Asking Compelling Questions
  - Intentional Listening
- Moving into Action
  - Collaborative Action Planning
  - Focus on Specific Behaviors

Agenda Day 1

- The Power of Why: Values, Mindsets, Envisioning, and Purpose.
- Understand key concepts and a model for transforming one's own performance.

Agenda Day 2

- Define and practice fundamental coaching skills.
- Developing Authentic Trust
- Sparking Insight

Agenda Day 3

- Moving into Action
- Coaching Framework
- Skill Reinforcement Activities

Cycle of Transformation-Connect through Coaching

Program Length:1- 2 days
Delivery Method: virtually or in-person
Maximum Participants: 6-8

Overview
Connect through Coaching is the second of three workshops in the dynamic *Cycle of Transformation* series.

This intermediate-level coaching workshop will teach participants how to build on fundamental coaching skills, identify coaching priorities, coach the coach, and deliver tough feedback in a manner that can be received and acted on by the recipient. Participants will receive peer coaching on their own coaching scenarios, in a safe environment to expand their coaching skills beyond the basics. Ideal for managers who are ready to take their coaching to the next level.

Through this course, participants will:

- Learn how to:
  - Build on the fundamental coaching skills.
  - Identify the coaching priority for yourself and others.
  - Coach the coach or coaching a peer on coaching effectiveness.
  - Deliver tough feedback without making it personal.
- Demonstrate fundamental coaching skills.
- Deliver focused and specific, behaviorally based feedback.

Cycle of Transformation-Collaborative Coaching

Program Length: 2 days
Delivery Method: virtually or in-person

Maximum Participants: 6

Overview
Collaborative Coaching is the final workshop in the dynamic *Cycle of Transformation* series.

This advanced-level coaching workshop equips leaders to execute the advanced art of systems coaching. Master Coaches utilize behavior modeling, carefully constructed coaching exercises, skill drills, and the concept of communities of practice to facilitate learning. Ideal for Leader Coaches who are fully proficient in one-on-one coaching interactions, and are ready to take their skill to an advanced level; organizations or teams who are looking for ways to increase the frequency of coaching of geographically dispersed team members through the use of virtual group coaching or internal coaches looking for ways to extend their reach and increase their impact.

Through this course, participants will:
- Understand the nuances of systems coaching.
- Listen to and read the system to identify global needs.
- Practice group coaching and facilitate team meetings.
- Learn:
    - Principles of systems coaching.
    - How to distinguish between individual and systems coaching.
    - How to conduct a virtual group coaching session.

Agenda Day 1
- Understand Advance coaching concepts.
- Living Systems and organizations
- Basic principles of group coaching
- Designing virtual group agreements
- Developing a virtual team meeting

Agenda Day 2
- Systems coaching strategies:
    - Surrogate method
    - Leadership Coaching Circles
- Using Technology Tools
- Virtual Communities of Practice

Power of Why: Values, Mindsets, Envisioning and Purpose

Program Length: 1 day
Delivery Method: virtually or in-person
Maximum Participants: 20

Overview
This workshop aligns the desired outcome of the organization with what creates energy, passion, and satisfaction for the individual. This session is ideal for individual contributors and managers and focuses on personal insight and strategies to enhance self-empowerment. The exercises build awareness of personal values, mindset, and envisioning. During this session participants learn how to use purpose and intent to impact performance at work. Live models and practice sessions create the opportunity to experience values-based coaching.

Through this course, participants will:
- Gain personal awareness of values, vision, and purpose: The Power of Y
- Understand the link between employee engagement and the Power of Y.
- Identify opportunities to use values-based coaching at work.

Agenda
- Employee Engagement matters!
- What are my values?
- Choosing mindset
- Envisioning the future
- Aligning values, vision, and purpose
- Transforming performance

Leadership Basics

Program Length: 1 day
Delivery Method: virtually or in-person
Maximum Participants: 15

Overview
Organizations today recognize how vital it is to develop leadership skills to create a culture that is highly proactive, with strong proponents of personal responsibility, ownership, and accountability at all levels within the organization. But what is leadership? Are leaders born or made? Is it a position, or a way of interacting with the world? The answers to these questions and many more will be answered in this highly interactive workshop. Discover basic leadership concepts, key leadership attributes, and your own primary leadership style. Each participant will leave with an action plan to take their personal leadership to a whole new level. Our *Leadership Basics* workshop has a proven track record for increasing leadership efficacy by 26%. We do this by teaching leadership competencies, styles, core values, and a process for critical thinking in complex leadership situations.

Through this course, participants will:
- Learn the history and prevailing theory on leadership development.
- Distinguish between Leadership competencies and style.
- Evaluate primary leadership style and common pitfalls.
- Identify core values and the impact they have on leadership.
- Develop a critical thinking process for leadership decision making.
- Design a personal action plan to enhance personal effectiveness.

Agenda
- What is Leadership?
- Define Leadership Competencies relevant to current role.
- Employee engagement and workplace values
- Leadership Style Assessment
- Understanding strengths and potential pitfalls
- Integration: Case Studies
- Personal Action Planning

Leadership Lab

Program Length: 90-day Leadership Lab
- 5 Day Intensive Start
- 2 Months on a Hand-Picked Leadership Team Project
- 5 Day Intensive Finish

Maximum Participants: 24

Overview
Master your organization's leadership skills with our leadership intensive from Xponents! This 90-day Leadership Lab intensive grows leaders by immersing them in a variety of activities that provide a hands-on approach to leadership. Leaders gain knowledge, self-awareness, and skill by transferring what they learn into a team leadership project. Then they hone newly learned leadership talents through an intensive Leadership Lab wrap-up. Our post assessment results consistently show a 50% increase in knowledge, self-awareness, and confidence over the duration of the program.

Through this course, participants will:
- Develop executive presence and find their voice through dynamic and experiential interactions with each other.
- Gain self-awareness of personal leadership effectiveness, and practice:
  - Communication
  - Feedback
  - Emotional Intelligence
  - Conflict
  - Creativity
  - Coalition Building
  - Political Savvy
  - Negotiation
  - Presentation skills
  - Influence & Team skills
- Transfer learning into a real leadership experience.
- Gain exposure to senior managers.

What participants are saying:
- *It was a challenging experience…but very rewarding.*
- *I thoroughly enjoyed this training, even though it was out of my comfort zone.*
- *Best training I've ever attended!*
- *The compilation of all the topics really built on each other – Strengths, Emotional Intelligence, and MBTI assessments clarified my conflict, leadership and political style – these are huge in how I can be more effective with the tools I already have."*

Who would benefit:
- Leaders who are ready to enhance self-awareness, improve relationships, and increase their leadership presence and impact.

Virtual Leader

Program Length: 4-hour session
Delivery Method: virtually
Maximum Participants: 15

Overview
This virtual program is for leaders who are looking for fresh ideas on how to be more effective and engaging during virtual team meetings. The virtual format lends itself to modeling and practicing with new approaches to improve virtual group meetings.

Through this course, participants will:
- Learn research-based tips for leading across space and time.
- Practice listening and connecting in larger groups.
- Gain confidence on how to develop virtual presence.
- Discover new tools to enhance virtual meetings.
- Walk away with virtual meeting planning template.

Agenda
- How to succeed with a virtual team
- Virtual meeting skills
- Virtual Tools
- Preparing an effective virtual meeting

Emotional Intelligence at Work

Program Length: half-day
Delivery Method: virtually or in-person
Maximum Participants: 24

Overview
Emotional Intelligence at Work takes participants beyond skills and techniques and to the very heart of what is getting in the way of their next performance breakthrough. Developing potential starts with participants understanding which emotional competencies support success and which ones are holding them back. Participants will complete the Emotional Intelligence $^{2.0}$ Self-Assessment prior to attending this highly interactive workshop. During the workshop participants will identify their top emotional competencies and their areas of opportunity.

Optional Emotional Intelligence 360 for Managers/Supervisors: Each participant will walk away with 360 feedback results and a clear area of focus and tactical ideas to develop a personal action plan to increase effectiveness. This option includes a one-on-one, 90-minute consult.

Through this course, participants will:
- Understand emotional intelligence and the impact it has on self and other.
- Define an area to develop and improve participant's emotional effectiveness.
- Develop a team focus to improve the climate within the work environment.
- Build stronger relationships with team members and customers.

Agenda
- Define Emotional Intelligence
- Identify top-three Emotional Intelligence competencies for each participant.
- Identify bottom-three Emotional Intelligence competencies for each participant.
- Convey the impact of Emotional Intelligence competencies on the team.
- Assist participants in developing a strategy to enhance strengths and mitigate challenges related to Emotional Intelligence competencies

MBTI at Work

Program Length: 1 day
Delivery Method: virtually or in-person
Maximum Participants: 24

Overview
The MBTI Step II Instrument is the result of many years of research and observation that began with Isabel Myers' development of the MBTI personality inventory in the 1940s. The basic versions of the instrument yield type descriptions distinguishing the sixteen types from one another but offer relatively few clues as to how people of the same type may differ. In adding items that were not scored for four letter type Myers' intent was to enable exploration and identification of individuality within each of the sixteen types. MBTI at Work will provide background information on the assessment tool, support participants in interpreting and validating personal results, and expanding their thinking on the value of different ways of perceiving information and making decisions at work.

Through this course, participants will:
- Understand and appreciate the 20 facets of the 16 personality types.
- Apply the Step II tool as a framework for positively describing and understanding personality.
- Value the differences that each type brings to tasks and teams.

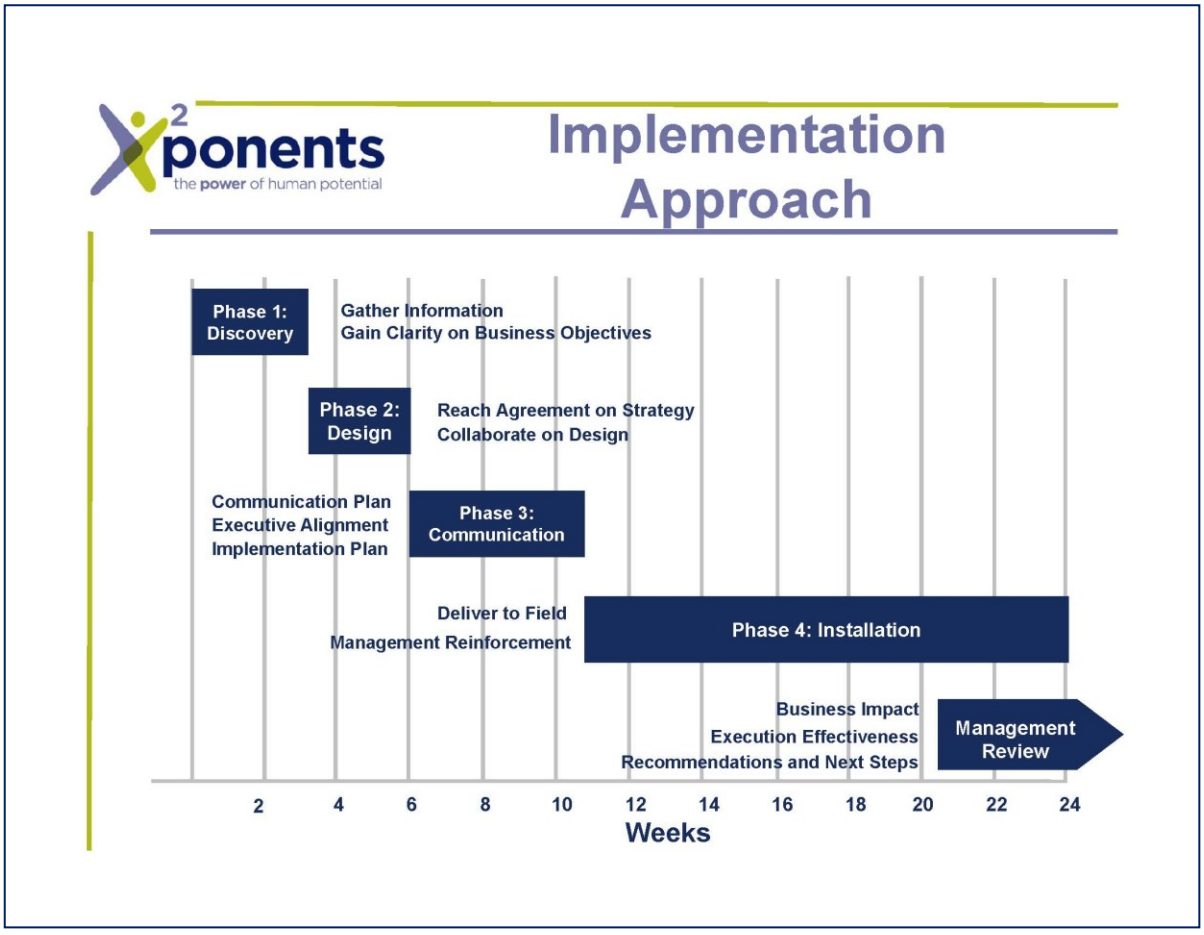
Agenda
- Define the MBTI Step I Preferences
- Understand the 16 Personality Types
- Verification of Participants "Best-Fit" Type
- Team Type Table
- Apply type information to our teamwork.
- Individual and team action plan

Consulting, Content Development and Delivery

Overview

Organizational performance consulting supports the discovery, design, development, and delivery of customized or tailored solutions to address a desired change needed at the individual, team, or organizational level. Xponents' expertise in change management, group process, business acumen, leadership development, and individual or team/systems coaching skills provides clients with cutting edge learning programs that meet their unique needs. This ensures clients receive quality solutions that engage and support sustained behavior and cultural change.

Master Consultants have more than ten years of experience designing, developing, and delivering programs for organizations. Xponents delivery services also include train-the-trainers.



EQ-i 2.0 Self-Assessment with One-Hour Consult

Overview
The individual assessment measures self-perception, self-expression, interpersonal skill, decision making, and stress management aspects of Emotional Intelligence. Using an EQi assessment supports individuals in their professional and personal development by creating greater awareness of attitudes and behaviors that impact success in work and life. Xponents utilizes EQ-i 2.0® Self-Assessment, which asks people how they would perform in a given situation. Unlike ability-based measures where people perform tasks to show their skills, respondents rate their own Emotional Intelligence skill use. The self-assessment is completed online. Based on the assessment report, certified EQ-i 2.0® coaches ask compelling questions intended to move the individual to a new level of awareness and challenges the individual to uncover innovative and creative solutions to support new levels of performance. Xponents provides the participants with an electronic assessment report and a one-hour telephonic coaching consult to support the identification of areas of focus with tactics that have the potential for dramatically impacting success at work and in life.

EQ-i 2.0 360-Assessment with 90-Minute Consult

Overview
A 360º assessment measures the same components of self-perception, self-expression, interpersonal skill, decision making, and stress management aspects of Emotional Intelligence but from the perspective of the individual and his or her colleagues. The 360º Assessment is ideal for leadership development work. Xponents utilizes the EQ-i 2.0® Self-Assessment, and 360º multi rater tool. The 360º goes beyond the individual responder and asks for input from key stake holders of the developing leader. The self-assessment and the 360º multi rater tool are completed online. Based on the assessment report, certified EQ-i 2.0® coaches ask compelling questions intended to move the individual to a new level of awareness and challenges the individual to uncover innovative and creative solutions to support new levels of performance. Xponents provides participants with an electronic assessment report and a 90-minute telephonic coaching consult to support the identification of areas of focus with tactics that have the potential for dramatically impacting success at work and in life.

MBTI Self-Assessment with One-Hour Consult

Overview
The MBTI® tool is based on 50 years of research and is used to identify personality type. It can help you find your strengths, note possible blind spots, and improve your communications. We use the Myers-Briggs assessment tool as a stand-alone assessment, as part of a coaching package or as a tool when working with teams. Knowing your type and that of others in your life can help you understand and appreciate differences in relationships with friends, family members and co-workers.

Human Patterns with One-Hour Consult

Overview
Great organizations succeed with effective leadership, healthy cultures and engaged employees. The Human Patterns Inventory enables data driven decision making regarding how best to prioritize areas of focus. The design of the tool enables identification of preferences and interests, safeguards against over-generalizations, and creates opportunities for open, candid communication as people engage in personal and professional growth!
The 250 question assessment forces individuals to make 2000 decisions. Factors captured are grouped to cover: Keys to Personality, Basic Motivations, Preferred Work Roles, Likely Leadership Behaviors, Direction of Energy, Criteria for Management Choices, World Views, Sensitivities, Team Interaction, Interpersonal Relations, Defenses Used When Confronted, Preferred work environment, and others.
The Human Patterns Inventory is administered by psychometrically trained administrators who specialize in coaching, training, leadership development, and employee relations.

Speaking

Speaking engagement: tailored based on intent
Delivery Method: virtually or in-person
Maximum Participants: Dependent on platform and desired level of interaction

Overview
Deb Siverson is available for speaking engagements on selected topics.

Topics

- The Leader as Coach
- The Power of Why: Aligning values, vision, and purpose at work.
- Employee engagement and workplace values
- Leading the Virtual Team
- Building Real Trust at Work
- Collaboration and Partnering

Creating Collaborative Partnerships

Program Length: 1 day
Delivery Method: virtually or in-person
Maximum Participants: 24

Overview
Successful partnerships are dependent on relationships that are authentic and trustworthy. Through consistently honest and open dialogue, effective partners develop relationships that are based on mutual respect, optimism, personal responsibility, and the cultivation of commitments. In this highly interactive session, participants will learn about partnering skills and partnering toxins, how to develop partnering agreements, and a method of engaging in challenging conversations that is sure to improve partner communications.

Through this course, participants will:
- Understand the business case for building authentic trust.
- See the importance of alignment on stake/common purpose.
- Learn and practice Team & Partnering Skills.
- Define Toxic behaviors and their impact.
- Explore the *Creating Collaborative Partnerships* model*:*
    - Design Partnership Agreements
    - Speak the Truth.
    - Repair and Recover.
    - Redesign Partnership Agreements
    - Collaborate on Creative Solutions

Morning Session
- Developing Authentic Trust
- Creating Collaborative Partnerships Model
- Partnering Skills and Toxins
- Design Partnership Agreements

Afternoon Session
- Speak the Truth.
- Repair and Recover.
- Redesign Partnership Agreements
- Collaborate on Creative Solutions

Creating Collaborative Partnerships: Online Edition

Program Length: self-directed program, 6 lessons with 12 topics
- Topics include video, handouts, practice assignments and quiz.

Delivery Method:
- 100% Self-directed
- May be modularized with a virtual facilitator and interactive exercises.

Program Objectives

- ⇨ Understand the skills that foster trust and the behaviors that derail partnerships and teams.
- ⇨ Learn a model that will cultivate work relationships and expand what is possible through synergistic and collaborative dialogue.
- ⇨ Gain comfort in having honest, productive conversations even when the message is controversial or unpopular.

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Transforming Conflict into Creativity

Program Length: Virtually- 4 hours, In-person -1 day
Delivery Method: virtually or in-person
Maximum Participants: 15

Overview
The best way to become effective during times of conflict is to have awareness of one's response to conflict and the available tools and behaviors to return to productive conversation.

Through this course, participants will:
- Define conflict.
- Know behaviors to use and avoid during conflict.
- Practice a model to recover to productivity during times of conflict.

Agenda
- What is conflict?
- Common causes of conflict
- Constructive vs. Destructive behaviors during conflict
- Gaining awareness of my response to conflict
- Conflict Case Study
- Commitment to shifting one behavior during conflict.

Strategic Alignment Session

Program Length: minimum 1/2 day
Delivery Method: virtually or in-person
Maximum Participants: based on team composition.

Overview
Consultation and facilitated team sessions to provide a forum to communicate collaboratively. Each session is thoughtfully designed to meet the team wherever they are, and to move them toward cohesiveness on:

- business priorities
- a desired future state
- individual concerns and associated risks
- clarification on roles
- shared goals
- ways to move forward together.
- strategies and tactics, to
    - maximize business opportunities.
    - overcome identified risks and challenges.

Each *Strategic Alignment Session* includes consulting services to tailor the approach based on the client's unique needs. Alignment sessions are typically half -day engagements and can be delivered virtually or in-person.