



BACKGROUND

- * 30 Year HR Executive
- * Chief HR Officer 10 years
- * Publicly Traded & Private Equity
- * Experience with Disney, PepsiCo, Frito-Lay, Yum Brands, Cinemark, Dave & Busters
- * Masters of Arts Degree in HR Management
- * DDI Certified
- * Myers Briggs (MBTI) Certified
- * C-suite Consultant & Coach
- * Coach to NFL Alumni
- * Adjunct Professor-DBU
- * Public Speaker

RECOGNITION

Black Enterprise Magazine Most Powerful Executives in Corporate America 2017: Plano Profile Magazine Featured Women in Business 2017: Dallas Top 15 Business Women Award 2017: Black Enterprise Magazine Most Influential Women in Corporate 2016: Savoy Magazine Top Influential Women in Corporate America 2016: Dallas Chamber HR Executive of the Year 2016

CONTACT

- 6160 Warren Parkway Suite 100
Frisco, TX 75034
- 972-418-2968
- 214-878-3746
- www.real-talkcoaching4women.com
- apelham@real-talkcoaching.com



“For Women in the Workplace”

MISSION

To become an Indispensable Partner with Organizations by Coaching, Mentoring, and Empowering Professional Women in the Workplace to be the Best, Most Authentic version of themselves and to become REAL Game-Changers within their Organizations.

TARGET AUDIENCE: High Potential Women identified through Talent Planning at Senior Manager through C-Suite Level; Newly Hired High Potential Women; and Women in need of Immediate Performance Improvement identified through Talent Planning. **We Coach Across all 9 Boxes of the Talent Planning spectrum.** Offering a Coaching Integration Package to a New Hire at the onset of her employment can be part of your Competitive Differentiation as an Employer of Choice.

Specialization in Coaching Women of Color.

RELEVANT COACHING TOPICS

- * Review of select Leadership Models
- * Review of select Coaching, Feedback, and Change Management Models
- * Leadership Model (Company chosen or recommended)
- * Leading Diverse Teams
- * Written & Oral Communication
- * Professional Presence & Image
- * Managing Emotions & Composure
- * Executive Maturity & Organizational Savvy
- * Building Collaborative Relationships
- * Power of Connecting with Peers
- * Building Strategic Alliances & Networking
- * Resilience & Recovery from Setbacks
- * Being the only female in the room/on the team
- * Public Speaking and Presenting with Confidence & Impact
- * Positional Power vs Relational Power...“Soft Power”
- * Asking for & Receiving Feedback
- * Putting Your Best Foot Forward...Preparing for the Interview
- * Leading with Compassion
- * Managing & Diffusing Conflict
- * Building & Developing a Team
- * Holding yourself & others Accountable
- * Finding Peace with Work-Life Balance
- * Knowing which Battles to (Not) Fight
- * Career Development: “Up is not the only way”
- * New Executive Integration: Emphasis on First 90 Days
- * A neutral party to Listen or Bounce Ideas off of in real time...
- * Custom Topics based on 360s or Performance Reviews

CORPORATE COACHING PACKAGES

CORPORATE PACKAGE DETAILS

- * Local DFW Sessions can be in person or virtual based on client preference
- * Coaching Sessions will be held at Real-Talk Coaching Office; however, location is flexible based on client preference
- * Clients requiring Coach to travel outside of the DFW area are subject to reimbursement of travel expenditures
- * Each package includes (2) 1 hour sessions with the immediate manager and/or CHRO of the individual being coached: 1 at the onset and 1 at the conclusion of the package
- * 3 Written Updates throughout the coaching relationship (1 year contract): 2 Written Updates (6 month contract or Less)
- * All Packages (except Performance Improvement & Self-Pay packages) include a 2 hour Quarterly Peer-to-Peer "Real-Talk" Roundtable focused on networking, peer learning, and guest speakers with lunch provided
- * Each package includes custom notebook, words of affirmation cards, reference book, and medallion

Corporate Coaching Retainers for continued intermittent sessions post the completion of a package are offered subject to availability.

***Client Satisfaction Guaranteed:** 25% of total package cost is Fully Refunded if Mentored Client is not overall satisfied with the level of support and coaching provided based on Client Survey assessment at the end of the coaching plan. Performance Improvement Coaching plans excluded.*

SELF-PAY COACHING PACKAGES

Limited Packages Available for Self-Paying Individuals

- * 3 HOUR INTERVIEW PREP
- * 4-6 HOURS MISCELLANEOUS COACHING



EXECUTIVE

Target Audience is High Potential OR Newly Hired Women at VP+ through C-Suite (6 month plan -18 hours) or (1 year plan-36 hours)

PROFESSIONAL

Target Audience is High Potential OR Newly Hired Women at Sr. Mgr through Sr. Director Level (6 month plan -18 hours) or (1 year plan-36 hours)

PERFORMANCE IMPROVEMENT

Target Audience is Low or Inconsistent Performing Women that the organization wants to retain and re-engage (90 Day Plan-9 hours) or (6 month plan-18 hours)

Packages may include Personality Assessments upon Request

MY PLEDGE TO COMPANY:

***I am your Partner:** I will use ALL of my skills and experience to enable your professional/executive to fulfill ALL of her potential and deliver to you a Return on your Investment in Her.*

MY PLEDGE TO COACHEE:

***You are NOT alone:** you can achieve ALL that you desire, and I will use ALL of my skills and experience to partner with your Company to push you towards your destiny.*