

## The Situation

- English is the language of international business.
- To be promotable, non-native English-speaking leaders need to speak Leadership English.
- Speaking like a leader requires effort even if your first language is English; it requires a lot more effort if it's not.



## The Problem

- Non-native English-speakers face unconscious bias in the workplace.
- Non-native English-speaking leaders are often taken less seriously than their native English-speaking counterparts.
- Their ideas can be co-opted by coworkers or not given equal weight.
- Their inability to fully contribute not only impacts their self-esteem and confidence, it undermines the success of the entire enterprise.

A company cannot fully capitalize on its diversity unless every voice at the table is heard.

## Our Solution: 1:1 Coaching Program for Directors and Executives Whose First Language Isn't English

This three-phase program helps leaders develop a clear, concise, and culturally appropriate leadership communication style that enables them to connect with and motivate their audience. It incorporates developmental tools including Internal Mentorship, Accountability & Real-World practice.

### 1. Initial Phase (1 - 2 weeks)

- Identify linguistic and cultural issues that are blocking effective communication.
- Choose three main goals and establish KPIs to track them.
- Identify internal mentor; establish accountability.

### 2. Intensive Phase (2-3 months)

- Meet bi-weekly or weekly for one-hour sessions.
- Employ exercises that remove the linguistic and cultural barriers.
- KPIs are tracked each month

### 3. Integration Phase (2-3 months)

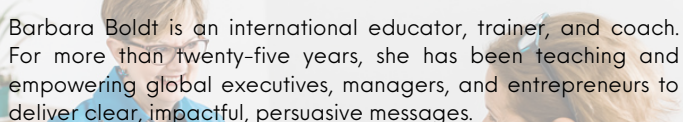
- Gradually decrease frequency of sessions.
- Consolidate new communication style via real-world practice.
- Integrate feedback and assess KPIs to assure that goals have been met.



## Outcomes

At the end of the coaching program, the leader will be able to:

- ✓ Communicate clearly, concisely, and directly.
- ✓ Get their point across in fewer words and make a clear point.
- ✓ Construct and communicate a persuasive message.
- ✓ Deliver communication impactfully and with presence.
- ✓ Connect with and move their audience.



Barbara Boldt is an international educator, trainer, and coach. For more than twenty-five years, she has been teaching and empowering global executives, managers, and entrepreneurs to deliver clear, impactful, persuasive messages.

To learn more about how we can help your leaders, go to [www.boldtglobal.com](http://www.boldtglobal.com) and book a call with Barbara.

[bb@boldtglobal.com](mailto:bb@boldtglobal.com) | 810-877-2818 | [www.boldtglobal.com](http://www.boldtglobal.com)