



The 3^eFactor
The Power of Human Energy

The 3eFactor “XO” Buddy Up Program

Session #	Sessions (Monthly)	Questions to be addressed?
Pre-session	Ascertain current issues of participant (What keeps them awake at night?)	Creation of quick profile of participant, identifying key areas of challenge - agreement with respect to desired creative movement forward.
1	People	Spending too much time in people management, Are your people capable of self-managing? Recruitment and staffing and talent retention?
2	Concepts of Energy	Understanding types and impacts of Energy, securing tools to apply including the power of engagement.
3	Managing Time, Effectiveness and Stress	Getting through the staff, When you finish a week and all the work was done?
4	Communication Module	Information flow, board relationships? Supported or undermined by executive team and board?
5	Strategic Planning	Do you ever think there is a gulf between what you think the company should do as opposed to what it is doing?
6	Implementation Planning	Development of implementation path for learning and strategies flowing out of each of the preceding sessions - ‘S.M.A.R.T’ Objectives to monitor progress.

NB: The structure is flexible and will vary based on individual mentoring and tailoring of needs which is what makes this program more powerful, unique and effective.