



**The 3<sup>e</sup>Factor**  
The Power of Human Energy

# The 3eFactor “XO” Business Mentoring Program

Session #	Session	Outcomes
Pre-session	Introduction, set intentions and apply advanced leadership and emotional intelligence assessment	Program assessment agree program intentions, advanced leadership and emotional intelligence profiling; preparation and introduction to “XO” structure and requirements, agree strengths, limitations and areas for development
1	Introduce Advanced Leadership	Outline of Advanced Leadership Principles and Practice, Assessment against Advanced Leadership criteria, Establishment of Leadership Goals.
2	Earning and Handling Trust	Gaining insight into perception of key personnel and external stakeholders, tools to both engender and sustain trust, critical factors in attained ‘Trusted’ status both personally and organizationally.
3	Communication and Engagement of Stakeholders	Understanding Communication, Determining varying perspectives of Stakeholders, Achieving Engagement.
4	Integrity and Authenticity	Understanding Integrity and Authenticity - and how they interrelate, Developing both in the workplace, Ensuring leadership from the top and flow-down to management
5	Empowerment, Delegation and Conflict Resolution	Understanding empowerment and tools to deliver it, Successful delegation and development of ‘infrastructure’ to support it, Successful resolution of conflict
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.