



OVERVIEW OF SERVICES

Solutions for Organizations & Individuals



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Who We Are

About Us

We are a people strategy consulting, leadership development, career advising, and coaching business partnering with organizations and individuals to help them leverage strengths, address challenges and overcome adversities to achieve success.

Mission

We inspire people and organizations to harness the power of human performance, potential, and uniqueness to overcome adversities, meet their goals and achieve overall success.

Vision

Create a global movement of uniquely wonderful people and organizations that celebrate differences, tap into the power of oneself and others, and lift each other up in order to achieve success for themselves, their communities and the world in which we live.

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Why Invest?

Individuals who receive developmental support such as coaching, advising, mentoring & training tend to...



Be more self-reliant



Stay longer at a company



Communicate more effectively



Contribute more effectively to the team & the organization



See improved work performance & relationships



Feel happier, more empowered and confident



Take greater responsibility & accountability for actions & commitments



Sources: <https://instituteofcoaching.org/coaching-overview/coaching-benefits>, <https://hbr.org/2021/05/what-great-mentorship-looks-like-in-a-hybrid-workplace>; <https://www.umassglobal.edu/news-and-events/blog/benefits-of-mentoring-in-the-workplace>; <https://www.inc.com/chad-halvorsen/5-reasons-you-should-be-investing-in-employee-development.html>; <https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/developingemployees.aspx>



Our Solutions



Coaching

Focused, longer-term career, professional & leadership development



Career Advising & Mentoring

Targeted career & professional development



Assessments & Feedback Coaching

Insights & data driven feedback



Program Facilitation

Impactful training and experiential learning



Speaking Engagements

Engaging and inspirational messages



Customized Solutions

Personalized, blended development

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Coaching

Objective & Purpose

The coaching services aim to help you get unstuck, reach your full potential, and achieve your desired short-term and long-term goals. It's a safe space where you can be your authentic self, tackle challenges, venture out of your comfort zone, grow, experiment, be vulnerable and focus on YOU.

Clear goals are set, and you must be ready to invest the time and effort needed. We will be there along the way to support you, cheer you on, and hold you accountable for the commitments you have made to yourself.

Packages for Executives & People Leaders

Services	Silver Package (3 mos)	Gold Package (6 mos)	Platinum Package (9 mos)
Intake Session	Included	Included	Included
Stakeholder Interviews	Up to 2 people	Up to 4 people	Up to 6 people
Sessions (45 mins)	Up to 6 sessions	Up to 12 sessions	Up to 20 sessions
Sponsor Touchpoint	One	Up to 2	Up to 3
Action Plan	Included	Included	Included
Bonus Service: One Assessment & Debrief	DiSC for Management <u>or</u> EQi Assessment	DiSC for Management <u>or</u> EQi Assessment	DiSC for Management, Hogan, EQi, <u>or</u> EQ360 Assessment

Packages for Professionals (non-people leaders) & Early Career

Services	Silver Package (3 mos)	Gold Package (6 mos)	Platinum Package (9 mos)
Intake Session	Included	Included	Included
Sessions (45 mins)	Up to 6 sessions	Up to 12 sessions	Up to 20 sessions
Action Plan	Included	Included	Included
Bonus Service	n/a	Everything DiSC Assessment <u>or</u> Career Strategy Session	Everything DiSC Assessment <u>or</u> Career Strategy Session



Career Advising & Mentoring

Objective & Purpose

Career Advising and Mentoring aims to clarify your strengths, opportunity areas, and career aspirations to align around an actionable long-term career development strategy and plan. It provides a blended approach of advising, mentoring, and coaching in partnering with you on your targeted plan. Throughout the process, we are committed to providing you with any needed support, including recommendations on action areas based on insights secured during the sessions. We are in this together.

Package Details



Working Session

- 90 minutes
- Explore and align around strengths, opportunity areas & aspirations
- Draft career strategy & action plan



Advising Session 1

- 45 minutes
- Review progress on action plan
- Tweak action plan as needed
- Discuss next steps & commitments



Advising Session 2

- 45 minutes
- Address any adversities or challenges to goal progress
- Discuss next steps & commitment to action

Within 30 days of the initial working session

Within 30 days of Coaching Session 1



Assessments & Feedback Coaching

Objective & Purpose

Assessments are insightful tools designed to raise awareness and improve your performance and leadership effectiveness. Think of your perspective as a puzzle. You have some pieces that you have collected by being self-aware, reflecting, and getting some feedback from others throughout your life. Assessments provide you with additional pieces of the puzzle so you have a more complete picture of where you are now, your strengths, your opportunities areas, how others may perceive you, etc. This added awareness helps you prepare for and improve the effectiveness of your interactions with others.

Assessment & Feedback Coaching Packages

Services	Notes
Center for Creative Leadership (CCL) Benchmarks Assessments	<p>Included with all assessments</p> <ul style="list-style-type: none"> • One prep/overview call prior to taking the assessment • Assessment administration and technical support • All relevant reports associated with the assessment • One debrief session to review the results of the assessment • One follow-up coaching session 15 - 30 days from the initial debrief session to discuss progress and next steps <p>Note: Duration of the sessions varies based on complexity of assessment taken. More details can be provided once the preferred assessment is selected.</p>
EQi 2.0 Workplace	
EQi 2.0 Leadership	
EQ360 Workplace	
EQ360 Leadership	
Everything DiSC Workplace	
Everything DiSC Management	
Everything DiSC Productive Conflict	
Everything DiSC Sales	
Hogan Leadership Assessment	
Myers-Briggs (MBTI)	
MBTI with Career Report	
Thomas-Killmann Conflict Model Instrument (TKI)	

Additional customizations, variations, and add-ons to the above assessments may be available. This includes but is not limited to team reports, communication style reports, stress management reports, etc. Inquire for details.



Program Facilitation

Objective & Purpose

Facilitation of training & learning programs to develop needed skills for leaders and teams. Our approach fosters an active learning environment where participants are fully immersed in concepts, feel comfortable experimenting with new behaviors, and are held accountable to build action plans for applying the learnings on the job. In-person and virtual facilitation is offered.



Standard Programs

Program	Details
The Five Behaviors® for Intact Teams (5 - 12 participants)	<ul style="list-style-type: none"> • One-day, two-day, and three-day versions available • Understanding yourself & the personalities of your team • Building cohesiveness & working well together in intact teams • The Five Behaviors® Team Development Assessment & Report
The Five Behaviors® for Groups (up to 20 participants)	<ul style="list-style-type: none"> • Half-day and one-day versions available • Understanding yourself and your behavior within & across teams • Building a culture of teamwork and collaboration • The Five Behaviors® Personal Development Assessment & Report
Everything DiSC Workplace (up to 20 participants)	<ul style="list-style-type: none"> • Half-day and one-day versions available • Understanding yourself, how you related to others, what drives you & strategies to build relationships with others • Everything DiSC Workplace Assessment & Report
Everything DiSC for Managers (6 - 12 participants)	<ul style="list-style-type: none"> • One-day and two-day versions available • Understanding yourself, your leadership style, and strategies to direct, delegate, motivate and develop others • Everything DiSC Workplace & for Managers Assessment & Report
Everything DiSC Work of Leaders (6 - 12 participants)	<ul style="list-style-type: none"> • Two-day version available • Improve self-awareness around how to create a vision, build alignment around that vision & champion execution • Everything DiSC Workplace & Work of Leaders Assessment & Report



Program Facilitation

Standard Programs - Continued

Program	Details
Understanding & Working with Personality Type (MBTI)	<ul style="list-style-type: none"> • Half-day and one-day versions available • Understanding your personality type using the MBTI framework • Develop greater self-awareness and awareness of others • Using personality differences to improve personal interactions & team performance • MBTI Assessment and Report
Team Development (MBTI)	<ul style="list-style-type: none"> • One-day version available • Understand how personality preferences lead to differences in work, communication, and decision-making styles • Learn how to "flex" preferences to accommodate the styles of other team members to enhance overall performance • MBTI Assessment and Report
Productive Conflict (DiSC)	<ul style="list-style-type: none"> • Half-day and one-day versions available • Increase self-awareness around conflict behaviors • Learn to effectively respond to uncomfortable and unavoidable challenges of workplace conflict • Everything DiSC Workplace & Productive Conflict Assessment & Report
Emotionally Effective Leader Workshop (EQ-i 2.0)	<ul style="list-style-type: none"> • One-day version available • Learn how emotional intelligence maps to transformational leadership • Identify aspects of emotional intelligence that can lead to derailing behaviors • Understand how core values impact your leadership approach • EQ-i 2.0 Leadership assessment and report
Becoming a Person of Influence (John Maxwell)	<ul style="list-style-type: none"> • Half-day and one-day versions available • Understand the principles of influence • Learn simple, insightful ways to develop your influence and interact more positively with others

Additional standard programs related to John Maxwell, MBTI, Everything DiSC, and Thomas-Killman Conflict Mode Instrument content may be available. Please inquire for more details.



Speaking Engagements

Objective & Purpose

We customize a message aligned to your needs to inspire your team to action. Sometimes all you need to know to spark action is that the impossible is possible, adversity can be overcome, and someone believes in you. Contact us to discuss how we can help reinforce key messages to ignite your team. In-person and virtual engagements are offered.

Popular Speaking Topics

Being Liquid

Resilience and agility during VUCA times

You are NOT a Statistic

Overcoming adversity

What's Your Career Cumulus?

Finding your passion and taking control of your career

Need a different message aligned with the other content we provide (e.g., Being a strategic HR Leader, Becoming a Person of Influence, leading with emotional intelligence, inclusive leadership, communication, leading through crisis, etc.)? Contact us to discuss additional options that best suit your needs.



Customized Solutions

Objective & Purpose

We work with you to identify your organization's talent needs and put in place customized talent solutions to drive sustained business growth and employee engagement with Diversity, Equity & Inclusion top of mind. Contact us for a consultation.





LET'S WORK TOGETHER TO MAKE YOUR PEOPLE AND ORGANIZATION STRONGER

Contact us to discuss further

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