

ABOUT DAWN

Dawn Morton-Young is a Holistic Executive Coach, working with underrepresented, diverse leaders with board-level aspirations.

Dawn has been coaching throughout her career, is an accredited professional coach, and NLP practitioner – she is also a member of and accredited by the official coaching bodies: ACCPH, EMCCUK, ANLP, ICF, and APC.

As well as experience as a black female leader, Dawn is a DE&I expert, and senior HR professional having worked as a consultant, trainer and speaker in multiple industries for almost 20 years.

This breadth of experience allows an entirely unique offering to her clients, expertise in what is required and desirable for C-suite and Director level leaders, and how to showcase this in the workplace, whilst also having an expertise in the challenges minority employees face, and that businesses face in trying to address the disparity at board level in relation to underrepresented groups.

Why is niche coaching

NECESSARY?

Over the last decade or so, there has been a concentrated drive within society and organisations around diversity, equity, inclusion and belonging. However even with law and policy encouraging a diverse society, we still see that at the higher levels of organisations the disparity in career advancement for those from minority groups is still there.

The issue however is not just with the organisations, but also with the effects discrimination and belief systems has had on those individuals from underrepresented groups.

Living with a lifetime of bias, misogyny, ableism, micro-aggressions and other societal and psychological constructs has an almost incomparable impact on minority groups, their mindset and their ability to operate at senior levels of organisations.

DAWN MORTON-YOUNG



'THE DIVERSE LEADERS COACH'

**'IMPROVING THE DIVERSITY AT BOARD LEVEL
AND C-SUITE, ONE LEADER AT A TIME'**



WHAT DOES THE DIVERSE LEADERS COACHING INVOLVE?

What is offered is a combination of coaching and mentoring, although clients can choose what works for them.

Sessions are 1:1 and combines the traditional coaching outlined below, but also mentoring professional, networking, and leadership skills that other groups may pick up along the way through nepotism and having connections, education and work experience that may not have been accessible to those from underrepresented groups.

HOLISTIC EXECUTIVE COACHING

Dawn believes that the different areas of your life are not dependent of each other. Careers are related to family life, finances relate to health, your health relates to everything! Giving clients the space to consider the place they are today from a holistic viewpoint, allows for shifts that occur to often cause a ripple effect in other areas of their lives.

WHAT MENTORING MEANS IN THIS CONTEXT MEANS

For coachees who would like guidance around promotions, work projects, and professional skills

development dawn's combines in depth expert practical and theoretical knowledge of the processes, preferences and politics of career progression within organisations, to give bespoke mentoring on a practical level. Areas Dawn's mentoring covers include:

- Visibility in the workplace
- How to prepare for appraisals and pay review cycles
- How to more effectively line manage
- Approaching difficult conversations or work area

How does a

COACHING SESSION WORK?

Sessions are usually an hour at a time. Dawn will then work with them using the following techniques:

- Collaborative Coaching
- NLP (Neuro-Linguistic Programming)
- Timeline Coaching
- Immersive techniques including her 'Feel It Real' Method and scripting
- Mentoring as needed/requested (only if specifically requested during the session)

The session will conclude with agreed actions, or further reflection for the client to do. The Coachee can contact Dawn at any point through her coaching platform to ask questions, or just share insights that come to them in-between sessions

WHAT COACHING IS NOT.

Coaching (or Mentoring) is not therapy, if it is felt that a different type of help is needed to best serve the client, Dawn will suggest that to them.

If it is felt that Dawn cannot work with a client for any reason then she will let the client know, and make recommendations for other professionals that could help.

CONFIDENTIALITY

Coaching and what is said in the coaching room, or coaching Zoom is entirely confidential.

The contents of your sessions are not shared with anyone else, unless it is felt that a client is in danger.

This means that you are safe to share any issues you currently face within your workplace.

Dawn ✂

CLIENT REVIEWS

CORPORATE CLIENT:

Dawn initially started working with us, conducting a pilot a coaching session for 6 potential leaders from ethnic minority backgrounds. The feedback from the cohort has been phenomenal, however we have also seen a great growth in confidence, and better relationships between the employees and senior management. Productivity of the individuals has increased, and the feeling of inclusion and belonging amongst the group has also increased. As a national charity this has been a real move forward for us to 'practice what we preach' We will now be giving 20 individuals the opportunity to coach with Dawn over the next three months and are delighted to be able to do so!

ZOE:

I am very very happy to have been coached by Dawn! It was incredibly helpful in my ability to establish a productive way of working and thinking. The fear I had around promotion has completely gone, and I am now actively putting myself forward and being more visible in the workplace.



For more info

CONTACT:

contact@dawnmortonyoung.com