



# DR. MONEA T. ABDUL-MAJEED

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## Executive Coaching Description

*As a result of working with Dr. Monea, Executive Leaders will experience deeper levels of mindfulness, inclusivity, liberation, and equity. Leaders will be supported, held, and fully equipped to lead those they serve with a solid mission and a clear vision.*

### **Description**

Dr. Monea partners with Executive Leaders using her ***M.I.L.E.S. Framework***. Based on the idea that a journey of a thousand miles begins with a single step, Dr. Monea works hand-in-hand with Executive Leaders, as they pursue their leadership journeys. Based on her MILES Framework, Dr. Monea's coaching philosophy centers around ***Mindfulness, Inclusivity, Liberatory Coaching, and Equity***.

### **Mindfulness**

Dr. Monea firmly believes that Executives need mindfulness techniques to cultivate self-care, awareness and empathy. Non-profit Executives experience burn out, due to the overwhelming nature of mission-driven work. Mindfulness techniques build their resilience, responsiveness and allows them to be engaged and present for those they serve. Mindfulness provides a personal buffer to the complexities and challenges of leading mission-driven work. Dr. Monea equips Executive Leaders with mindfulness techniques and challenges them to infuse it into their organizational culture.

### **Inclusivity**

Dr. Monea believes that Executive Leaders need tools and support to lead a diverse group of people efficiently, while respecting their uniqueness in an empathetic, bias-free way. To accomplish this, Dr. Monea explores biases and mental models with Executive Leaders and assists in the process of unlearning.

### **Liberatory Coaching**

Dr. Monea takes a liberatory stance to coaching. This means that she is not there to "tell" Leaders what to do. She is there to unpack the answers that are within every Leader. She believes that Leaders have what they need already inside them, especially in their lineages, community-based practices, lived experience and inner wisdom. As their partner, Dr. Monea's role is to hold space for them, give them powerful skills/framing to support their missions, and challenge them to act in ways that are in alignment with their personal and professional values.

### **Equity**

Equity is at the center of Dr. Monea's approach. She only works with Executives who also embrace this value. She provides resources, mindset shifts, and behavioral shifts that help them lead their organizations in an equitable way. To uphold equity, Dr. Monea conducts Courageous Conversations and Generative Conflict sessions with staff and other stakeholders within the organization to include the voices of those most impacted. Based on what she hears, Dr. Monea will suggest changes to organizational culture (policies, procedures, and norms) during coaching sessions to make organizations more equitable. Dr. Monea believes in Targeted Universalism, which is the idea that if people of color (those most impacted by structural racism within organizations and society as a whole) are free, everyone benefits.





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## **Coaching Package 1**

- 90 minute Courageous Conversation with Staff
- 90 minute Courageous Conversation with Directors and Coordinators
- 90 minute Courageous Conversation with Board of Directors
- 10 Coaching Sessions with the CEO
- 2-hour minute final Courageous Conversation with Board, CEO, and All Staff

## **Coaching Package 2**

- 90 minute Courageous Conversation with All Staff
- 60 minute Courageous Conversation with Board of Directors
- 10 Coaching Sessions with the CEO
- 2-hour minute final Courageous Conversation with Board, CEO, and All Staff

## **Coaching Package 3**

- 10 Coaching Sessions with the CEO

*Dr. Monea is committed to confidentiality and anonymity at all times.*

**Interested in learning more? Email Dr. Monea at [monea.tamara@gmail.com](mailto:monea.tamara@gmail.com) today!**

