



CINNAM

coaching and innovation mentoring

PROJECTS | EXECUTIVE REFLECTION

Reflection is the bridge between experience and learning, involving both cognition and feeling (Boud). Practicing Executive Reflection means periodically stepping back to meditate on the content of what happened in order to engage in a process of continuous learning and improvement and to gain new decision-making and motivational clarity. Quoting Dewey, *we do not learn from experience, but from reflecting on experience.*

Individual Executive Reflection sessions are relatively short appointments (about 45-60 minutes) and regular in their repetition, which allow Executives/Managers to enter a protected space and time, dedicated to multidimensional reflection on what they have experienced and done recently, in general, but especially in their work, business, and organization. Specifically, *Executive Reflection means contemplating, observing, inspecting, and questioning one's experiences without judgment to examine one's behavior, thoughts, emotions, beliefs, motivations, abilities, and character.*

The goal of the sessions is to reflect on the dynamics, assumptions, and root causes of lived experiences; constructively reframe and conceptualize challenges and/or find compelling and creative solutions to implement; reflect on interpretative changes/learnings and possible future impacts.

The Executive Reflection process is facilitated by our Coaches (EQA EMCC Standard), with extensive knowledge of business models, managerial strategies, leadership, organizational design, and change processes.

