

## Virtual Coaching Options

Option 1 - \$2,750	Option 2 - \$5,500	Option 3 - \$7,500
<b>3 hours of sessions + 1hr of engagement support over the course of 5 months</b>	<b>6 hours of sessions + 2 hours of engagement support over the course of 9 months</b>	<b>9 hours of sessions + 3 hours of engagement support over the course of 9 months</b>
<ul style="list-style-type: none"> <li>• Initial Action Planning</li> <li>• Update on Progress</li> <li>• Update on Progress and Ongoing Sustainability Plan to Take Back to the Manager or HR/OD</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching Pre-work and Goals/Metrics</li> <li>• Formal Assessment and Creation of Action Plan</li> <li>• Check-ins and Progress Evaluation or a Visit to our Florida Retreat Facility for an Intensive 1/1</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching Pre-work and Goals/Metrics</li> <li>• Formal Assessment</li> <li>• Creation of Action Plan</li> <li>• Check-ins and Progress Evaluation or a Visit to our Florida Retreat Facility for an Intensive 1/1</li> </ul>

### Engagement Support

- Document reviews, phone calls, emails, research, follow-up, calls to HR and management, and review of goals/actions in between sessions.

### 1/1 time at Florida Retreat Facility - Only offered for coaching options 2 and 3

- Client must be fully vaccinated and agree to wear a mask in common areas
- Client must pay airfare and transportation to and from facility

### DiSC Workplace Interaction Assessments – Optional addons for all coaching options

- Everything DiSC Workplace Interactions - \$60 (included for options 2 and 3)
  - DiSC is a tool that provides an understanding of work styles resulting in more effective and productive working relationships. The profile distinguishes interaction styles in 4 major quadrants (Dominance, Influence, Steadiness, and Conscientiousness) as a way to provide strategies to communicate, to collaborate, and to work as a team.
- Everything DiSC 363 Assessment for Leaders - \$350
  - The Everything DiSC 363 helps individuals elevate their leadership effectiveness by 1) understanding how others see them as a leader; 2) exploring tendencies on the eight approaches; and 3) learning strategies to become a more effective leader.

### Coaching client will be expected to adhere to the following guidelines:

1. **Be Open.** Agree to be open to creative suggestions that may take them outside of their comfort zone;
2. **Be Consistent.** Agree to spend time daily thinking about or working on their metrics driven action plan; and
3. **Be Intentional.** Agree to focus on a few vital areas so that they see or gain substantial progress in shorter periods of time.

### Improve Consulting's 1/1 Strategy Planning & Executive Coaching Model

