

Virtual Coaching Options

Option 1 - \$2,750	Option 2 - \$5,500	Option 3 - \$8,500
3 hours of sessions + 1hr of engagement support over the course of 5 months	6 hours of sessions + 2 hours of engagement support over the course of 9 months	9 hours of sessions + 3 hours of engagement support over the course of 9 months
<ul style="list-style-type: none"> Initial Action Planning Update on Progress Update on Progress and Ongoing Sustainability Plan to Take Back to the Manager or HR/OD 	<ul style="list-style-type: none"> Coaching Pre-work and Goals/Metrics Formal Assessment and Creation of Action Plan Check-ins and Progress Evaluation or a Visit to our Florida Retreat Facility for an Intensive 1/1 	<ul style="list-style-type: none"> Coaching Pre-work and Goals/Metrics Formal Assessment Creation of Action Plan Check-ins and Progress Evaluation or a Visit to our Florida Retreat Facility for an Intensive 1/1

Areas of Focus for Coaching:

- Influencing skills
- Management and leadership skills
- Executive presence
- Change management and change leadership-related matters
- Team engagement interactions
- Trust building (competence, decision making, communication, contractual and social)
- Interpersonal skills (validated assessment available)
- Conflict prevention, management, and resolution
- Communication, and disruptive behaviors
- Workplace stress management and wellness (validated assessment available)

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

Assessments – Optional add-ons 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.
- Workplace Wellness Assessment - \$40

This assessment looks at seven stress factors that impact stress levels in the workplace and is used to evaluate individual and collective team stress as part of a wellness coaching engagement. Individual data is NOT shared with anyone else in the organization. For group coaching engagements, we will cover the collective team data which will show the results in aggregate, but not at the individual level.

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

- Be Open.** Agree to be open to creative suggestions that may take them outside of their comfort zone;
- Be Consistent.** Agree to spend time daily thinking about or working on their metrics driven action plan; and
- 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

Assess Skills

Create Action Plan

Check Progress

Evaluate Results