

VIRTUAL COACHING PACKAGES

Improve offers an innovative assessment methodology to identify and leverage transferable skills to empower participants to work from an expanded knowledge base. This methodology is used in both individual and group coaching.

INDIVIDUAL INITIATED --PERSONAL AND PROFESSIONAL DEVELOPMENT COACHING

Paid by an individual

1-hour virtual initial coaching/strategy assessment session	3 virtual sessions + 1 hour of engagement support over the course of 3 months	5 virtual sessions + 2 hours of engagement support over the course of 5 months
\$575	\$1,500	\$2,500

ORGANIZATON SPONSORED --PERSONAL AND PROFESSIONAL DEVELOPMENT COACHING

Paid by the organization

3 virtual sessions + up to 1 hour of engagement support over the course of 3 months	6 virtual sessions + up to 2 hours of engagement support over the course of 6 months
\$6,500	\$9,500

ORGANIZATON SPONSORED --EXECUTIVE LEVEL COACHING

Paid by the organization (only option for executive coaching)

8 virtual sessions + up to 3 hours of engagement support over the course of 9-12 months
\$12,500 - \$20,000 depending upon complexity of the work

ADD-ONS

1/1 TIME AT FLORIDA RETREAT FACILITY

Only offered for Organization and Executive Coaching Packages

- Client must pay airfare and transportation to and from facility

ASSESSMENTS

Offered for All Coaching Options

- **Everything DiSC Workplace Interactions - \$75**

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.

- **Workplace Wellness Assessment - \$60**

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.

- **360° Leadership Assessment - \$1,200**

Improve's multi-rater feedback report is designed to provide a comprehensive 360° view of how others see you as a leader to help elevate your leadership effectiveness by identifying your professional strengths and opportunities for improvement in the following leadership categories: (1) Innovative; (2) Engaging; (3) Appreciative; (4) Inclusive; (5) Demonstrates Humility; (6) Intentional; (7) Determined; (8) Direct.

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)

IMPROVE'S COMPREHENSIVE SOLUTIONS DEVELOPMENT MODEL

- Using questioning to get to a solution through **coaching**
- Listening and offering ideas for consideration, as well as sharing data and best practices through **thought partnership**
- Working together with you on a solution by implementing an effective **strategy**
- Advising you on a solution through **consulting**

IMPROVE CONSULTING'S 1/1 STRATEGY PLANNING & EXECUTIVE COACHING MODEL

Assess Skills	Create Action Plan	Check Progress	Evaluate Results
• Review performance score cards, strategy and change management planning and provide objective feedback, direction, and input • Identify additional areas of focus	• Determine metrics for identified areas • Focused coaching session and action planning	• Focused coaching sessions with progress review/action planning	• Check in with Mgmt on progress • Evaluate progress against action plan and skill development

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.