

## Offering Details

Engagement Phase	Scope of Work	Process Overview	Duration	Program Timeline
DISCOVERY SESSION	SLT State Review. Objectives	Review of SLT composition and working practices. Defining objectives for further work with the SLT. Meeting conducted with the SLT Head (CEO). Presence of the Head of HR is recommended.	prior to the start of the process	up to 3 hours
OBSERVATION	Observation of SLT during a recurring working session	The coach serves as a "fly on the wall," observing a regular, typical SLT meeting (1 session in person, 2 sessions online). Not necessarily in consecutive weeks.	1-5	1 coaching session: max. 60 minutes
ASSESSMENT	Collective Leadership Assessment™ (CLA) <a href="#">More on the Assessment</a> <a href="#">↗</a>	Group leadership assessment using the CLA. All SLT members participate. The assessment results are ready in week 5 in the form of a report for the SLT. Each participant receives a copy of the report.	3	Completion of the online survey by each SLT member: approx. 20-40 minutes.
PREPARATORY SESSION WITH CEO	Defining Workshop Objectives and Participant Roles	The CEO is briefed on the planned workshop agenda, their own role, and the role of the coach. The CEO's key objectives for the workshop are established.	4	1 coaching session: 90 minutes
WORKSHOP #1	Debrief and Group Analysis of the CLA Report	The first SLT session facilitated by the coach. Presentation of the CLA report, group analysis of results, and open discussion. Definition of SLT culture and values. Interactive exercises facilitated by the coach. Closure of unresolved past matters and a forward-focused orientation. Maximum presence in the here and now.  Phones and messaging applications remain outside the meeting space.	5	1 workshop session: 4-5 hours
WORKSHOP #2	Exercises: Feedback, Feedforward, Trust, Confrontation	The second group workshop. Work on trust, feedback, safe confrontation, autonomy, empowerment, accountability, and delivering results. Additional exercises are conducted.  Phones and messaging applications remain outside the meeting space.	6	1 workshop session: 4-5 hours
PREPARATORY SESSION WITH CEO	Defining Workshop Objectives and Participant Roles	The CEO is briefed on the planned workshop agenda, their own role, and the role of the coach. The CEO's key objectives for the workshop are established.	7	1 coaching session: 90 minutes
WORKSHOP #3	Exercises and Strategic Work on Key Issues	A closing group workshop with additional exercise components. Strategic work on key business matters and SLT decision-making on those issues. The session is co-facilitated by the SLT Head with the support of the coach.  Phones and messaging applications remain outside the meeting space.	8	1 workshop session: 4-5 hours

## Pricing

Discovery Session   SLT Composition Review with CEO (and/or HR) .....	0 \$
Observation   SLT Working Session Observation .....	1 100 \$ / 1 observation
CLA Assessment   Group Leadership Assessment: Report and Analysis .....	2 700 \$
Preparatory Session with CEO (2 meetings) .....	800 \$ / 1 meeting
Workshop #1   Report Debrief .....	2 550 \$
Workshop #2   Exercises: Feedback, Feedforward, Trust, Confrontation .....	2 100 \$
Workshop #3   Further Exercises and a Selected Strategic Challenge .....	2 100 \$