

## Offering Details

Engagement Phase	Phase Scope	Process Overview	Program Timeline	Duration
DISCOVERY SESSION	Coaching Objective & Terms of Engagement	A thorough review of the terms of engagement with particular emphasis on confidentiality and the establishment of an initial coaching objective.	1	1 coaching session: max. 90 minutes
LCP ASSESSMENT PREPARATION	Leadership Circle Profile™ Assessment Preparation (LCP)	Briefing on the assessment and its communication framework. Selection of reviewers by the coachee in consultation with the coach.	2	1 coaching session: 90 minutes
ASSESSMENT	Leadership Circle Profile™ (LCP) Assessment  <a href="#">More on the Assessment</a> 	Administration of the Leadership Circle Profile™ (LCP) assessment with the coachee and a selected group of reviewers (8-35 participants) nominated by the coachee.	3-4	Each reviewer completes the assessment in 20-40 minutes The coachee completes the self-assessment survey in approx. 25 minutes
360° DEBRIEF	Presentation of the assessment report and analysis of results.	Presentation of the assessment report and analysis of results. The report is strictly confidential and is delivered exclusively to the coachee by the coach. No third party has access to the report. The coachee may choose to share it at their own discretion, but is under no obligation to do so.	5-6	1 coaching session: 90 minutes
REGULAR COACHING SESSIONS	Regular Coaching Sessions	Drawing on the results of the Leadership Circle Profile™, the first sessions following the debrief are used to identify a single, overarching development objective - the One Big Thing Goal.  *Subsequent sessions combine reflection on current challenges with experimentation around new mindsets and ways of operating. Each session serves as an opportunity for fine-tuning leadership behaviors. With the coachee's consent, progress is monitored at regular intervals using PULSE™ surveys.**  The final 1:1 session at this stage serves as a process wrap-up, during which coach and coachee exchange consolidated feedback on the changes achieved.	7-23 (with 10 sessions in the process)	1 coaching session: 90 minutes
CLOSING SESSION	Closing the Coaching Engagement	Engagement Summary.	24 (with 10 sessions in the process)	1 coaching session: 90 minutes

\*The use of the PULSE™ assessment in the process requires the nomination of a minimum of 4 stakeholders (individuals who work closely with the coachee on a daily basis, e.g. business partners, team members, fellow leaders), who will provide diverse perspectives and feedback on the coachee. PULSE™ surveys are distributed to stakeholders at approximately 2-4 month intervals. The use of the PULSE™ tool requires separate pricing.

## Pricing

Discovery Session with Coachee   Process Overview and Terms of Engagement .....	450 \$
LCP Assessment Preparation   Assessment Briefing and Reviewer Selection .....	700 \$
LCP Assessment Administration .....	900 \$
360° Debrief   Report Presentation and Results Analysis .....	1 400 \$
Regular Coaching Session .....	700 \$
Closing Session   Engagement Debrief .....	700 \$
Emergency Ad Hoc Session .....	700 \$