

Offering Details

Engagement Phase	Scope of Work	Process Overview	Program Timeline	Duration
TRIPARTITE SESSION - OPENING	Meeting of Coachee, Manager/HR, and Coach	Overview of the process and expectations regarding the engagement. Meeting participants: coachee, coachee's manager / head of HR, and coach.	1	1 tripartite session: 90 minutes
DISCOVERY SESSION WITH COACHEE	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. 60 minutes
LCP ASSESSMENT PREPARATION	Leadership Circle Profile™ (LCP) Assessment Preparation	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
FEEDFORWARD MEETING SERIES	Meetings with Stakeholders	Gathering insights, observations, diverse perspectives, and feedback from individuals who work closely with the coachee on a daily basis – such as the SLT head, team members, and fellow leaders.	2-5	1 meeting with each stakeholder within a tripartite session: coach, coachee, and stakeholder; approx. 30 minutes
LCP ASSESSMENT	Leadership Circle Profile™ (LCP) Assessment More on the Assessment 	Administration of the Leadership Circle Profile™ (LCP) assessment with the coachee and a selected group of reviewers (8-35 participants) nominated by the coachee.	4-6	Completion of the assessment by each reviewer: 20-40 minutes Completion of the self-assessment survey by the coachee: approx. 25 minutes
DEBRIEF 1:1	Assessment Report Presentation & Results Analysis	The coachee receives the report, which is strictly confidential and delivered exclusively by the coach. No third party has access to the report. The coachee may choose to share it with others (e.g. SLT members) at their own discretion – there is no obligation to do so. In practice, sharing is recommended, as it yields outstanding results. In particular, it significantly elevates trust within the team.	6-8	1 coaching session: 90 minutes
REGULAR 1:1 COACHING	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. 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.	8-24 (with 10 sessions in the process)	1 coaching session: 90 minutes

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PROGRESS ASSESSMENT	PULSE™ Assessment Package (3 assessments)	Administration of the PULSE™ assessment - measuring the progress made by the coachee toward their primary development objective.	beginning, middle, and end of the process	approx. 5 min for each stakeholder (3 assessments at approx. 2-4 month intervals)
TRIPARTITE CLOSING SESSION	Closing the Coaching Engagement	Summary and executive feedback for the SLT. Meeting participants: coachee, SLT head, and coach.	25 (with 10 sessions in the process)	1 coaching session: 90 minutes

Pricing

Tripartite Session – Opening Meeting of Coachee, Manager/HR, and Coach	700 \$
Discovery Session with Coachee Process Overview and Terms of Engagement	800 \$
LCP Assessment Preparation Assessment Briefing and Reviewer Selection	700 \$
Series of Feedforward Meetings with Stakeholders (min. 4 meetings)	410 \$ / 1 meeting
Cost of LCP Assessment Administration	850 \$
1:1 Debrief Assessment Report Presentation & Results Analysis	1 400 \$
Regular 1:1 Coaching	800 \$
Progress Assessment PULSE™ Assessment Package (3 assessments)	400 \$
Tripartite Closing Session Engagement Closure	560 \$
Ad Hoc Session for Urgent Matters	800 \$