



EXECUTIVE LEADERSHIP COACHING PROGRAMS

SERVICES	4 MONTHS	6 MONTHS (Leadership Standard)	Most popular program	
			6 MONTHS (Leadership Pro)	12 MONTHS (Executive)
Goals achieved	Single development goal	Multiple development goals	Multiple development goals	Multiple development goals CEO or direct reports
Chemistry Call	✓	✓	✓	✓
Assessments and/or Interviews	Self-assessment OR up to 3 interviews	360 online assessment (Self & Raters)	360 online assessment (Self & Raters) up to 6 interviews	1 style assessment 360 online assessment (Self & Raters), up to 6 interviews
Data Collection Debrief	1 meeting Interview themes OR self assessment results	1 meeting 360 assessment results	2 meetings total: 360 assessment results, interview themes	3 meetings total: 1 style assessment result, 360 assessment results, interview themes
Action Planning and Implementation Coaching	4 meetings	9 meetings	10 meetings	12 meetings
Coaching Result Analysis	Initial and Summary	Initial and Summary	Initial, Midpoint, Summary	Initial, Midpoint, Summary
Ongoing Communication w/Key Stakeholders	Optional	Optional	✓	✓
Summary Meeting w/Coach, Leader and Manager	✓	✓	✓	✓
Outcomes and Value	Readiness to coaching and Begins behavior change	Observable shifts in development Action plan for ongoing growth	Observable shifts in development Action plan for ongoing growth	Observable shifts in development Action plan for ongoing growth

* Fees for each program will be discussed on the Chemistry Call.