

Coaching

Executive and Direct Reports

- One-on-one coaching, up to 6 sessions within 6 months, up to 90 minutes per session
- Personal 360 assessment and feedback upon request
- Participation in up to 4 staff sessions to collect real-time observations and provide feedback
- 4 coaching retainer hours per month as available with 2-hour notice

Middle Manager Growth and Development

- 6 sessions over 5 months, 60 minutes per session
- Bi-weekly check-ins via email or phone calls with expected progress on action items
- Personal 360 assessment and feedback upon request
- 2 check-in calls within 2 months post engagement to ensure progress

New Leader Development and Onboarding

- 4 Virtual Sessions over 3 months
- Weekly check-in email with responses required to gauge/support progress,
- Includes an initial and final session with the new leader's manager/sponsor

Goal Getter

Deeply investigate and assist in accomplishing a specific short-term or mid-term objective. Begin by assessing whether the goal and its purpose are clearly understood and if there is a strong commitment to achieving them. The client will create an action plan to ensure the goal is reached by the expected deadline.

Engagement includes

- Short-term: 4 x 90 minutes sessions over 4 months
- Mid-term: 6 x 90-minute sessions over 6 months
- Bi-weekly 30-minute phone or video accountability check-ins

Coaching

Coaching on Retainer

- On-demand coaching
- Provides flexibility for a one-time discussion of up to 60-minute remote sessions and flexibility of who receives the coaching
- It's not to be coupled with specific coaching packages above

Full Day Events

- Workshop facilitation
- Group Coaching
- Staff meeting support

Operations Support

Fractional COO

Provide executive-level operational leadership on a part-time basis. Scope and deliverables are determined on a case-by-case basis.

May include:

- Support executive team with strategy development and initiative implementation
- Coaching and mentoring existing operations leadership in day-to-day operations - multi-pronged based on the need and experience level of existing leadership
- Support financial budgeting, forecasting, and reporting.
- Operations team dynamics and development

Operations Consulting

Provide expert guidance to optimize and enhance business operations focused on identifying inefficiencies, streamlining processes, and introducing best practices

Includes but is not limited to:

- Analyzing and improving operational process efficiencies
- Developing strategic plans
- Assessment of team performance and organizational structure
- Analysis of financial performance and identification of efficiency opportunities
- Project oversight or support

Offer can be tailored to address the most pressing business needs