



High Performance Leadership (HPL) Assessment & Development One-On-One Coaching

Our 1-on-1 assessment and training program develops current and emerging leaders with “**Talent Development & Team Building**” in mind. We align our training with your organization by incorporating your key performance drivers and performance improvement process. We deliver individual coaching programs from your identified needs and the following diagnostic approaches:

- **Personality assessments & 360 surveys**
- **Structured assessment interviews with key employees**
- **On-site observation and shadow consulting**
- **Structured one-on-one coaching**
- **Video and audio tape feedback**
- **Small group workshops and meeting facilitation**

We design individual coaching assignments on assessment results, succession planning, performance goals, and professional development needs. Assignments include improvement targets, a timeline/budget, and a link to the candidate’s manager to ensure accountability and support. We also conduct team sessions and meeting facilitation to model and teach high performance leadership practices that strengthen intact and cross-functional teams.

1-ON-1 LEADERSHIP COMMUNICATION COACHING SERVICES

(CONTINUED)

Our assessment package includes the following surveys and methods selected based on initial improvement goals:

- ❖ Structured interviews designed to collect individual development themes
- ❖ 360 Degree (Multi-rater) Survey - HPL Leadership Excellence
- ❖ 360 Degree (Multi-rater) Survey - Interpersonal Effectiveness
- ❖ Meyers Briggs Personality Type Model
- ❖ Harrison Inner-View Job Suitability Assessment
- ❖ Managing By Strengths (MBS) Temperament Survey
- ❖ Holland Job-Matching & Career Guidance Assessment
- ❖ Team Member Effectiveness Survey
- ❖ HRC Interpersonal Strength & Weakness Analysis
- ❖ Extended DISC Personal & Team Analysis

We design learning objectives based on measureable improvement supported by reference material and practice assignments. Some learning targets include:

- Strategy activation and role accountability
- Team development & performance facilitation
- Situational leadership skills
- Management toolbox (problem solving, decision-making, etc.)
- Effective interpersonal and organizational communications
- Organization persuasion and influence (executive presence/impact)
- Personal balance and alignment under pressure
- Project management, delegation, and role clarity
- Effective use of power and authority for leading change
- Meeting management, presentation and facilitation skills



1-ON-1 LEADERSHIP COMMUNICATION COACHING SERVICES

(CONTINUED)

TARGETED DEVELOPMENT

Designed to address one or two clearly defined objectives including:

- Preliminary discussion to determine training objectives
- 9-16 hours of coaching in one or two key developmental areas
- End-of-project synopsis including future training recommendations

Package Price:
Ranges from \$2,700 to \$4,800

IN-DEPTH DEVELOPMENT

Designed to address three to four general objectives including:

- Formal coaching needs assessment
- Written project outline
- 15-26 hours of coaching in three to four developmental areas
- Final report recommending ongoing developmental activities

Package Price:
Ranges from \$4,500 to \$7,800

COMPREHENSIVE DEVELOPMENT

Designed for a variety of services for six months to one-year support including:

- Structured interviews with key employees
- Multiple survey/assessment tools (360, etc.)
- Written project outline of project scope and post training assessment methodology
- Coaching in several key developmental areas
Activities may include observation and participation in department or team meetings or team development workshops
- Project report including results of post project assessment and recommended ongoing developmental activities.

Package Price:
Ranges from \$7,500 to \$15,500

Options, which affect pricing:

- Above fees do not include travel expenses
- Expanded assessment and post program evaluation
- Additional coaching with other team members participating in the improvement effort

