

TBD Coaching
2020

Leadership Development Coaching Proposal



What is leadership and why is it the key to a successful organization?

Definition: The action of leading a group of people or an organization (noun)

But why is it such an important part of an organizational structure? Because without a captain at the helm of the ship, that ship and its crew members will not know where to go. The leader should not be someone who barks orders. Should not be someone who expects people to blindly follow their lead. A real leader is one who sees the vision, is aligned with that vision, communicates that vision, inspires others around them, makes sure the right people are in the right seats, and makes minor corrections along the way. A solid leader helps those around them grow along the way and models what they spout.

These leadership qualities come from within. They come from a deep look inside where the leader first verifies that *they* are in the right seat. They then connect on a whole new level with the vision and how it aligns with their personal WHY. This requires a giant step back to analyze the bigger picture from afar.

If this is successfully accomplished, solid leadership will allow the organization, and the individuals who make it up, to soar in an inspired, collaborative, and productive way. A proactive method to get the most out of your teams while helping each team member grow. This will draw on each person's signature strengths, encourage efficient communication, and ultimately pull out the maximum potential for the organization as a whole.

How does TBD Coaching help a leader grow?

We start with neuroscience backed assessment tools to see how the individual communicates, is driven, and values information. We also find the connective link between the leader and the organization on a macro, as well as a micro, level. We provide resources and tools along the way, but are incredibly mindful of the speed at which we move. Being ever conscious of the implementation step in this growth plan. Everyone is at a different level, and once we know where we need to begin, we will formulate an Individual Leadership Growth plan for each leader.

Molly Plumley, the Leadership Coach you will be working with, is Internationally Qualified and holds the following certifications: International Coaching Federation ACC, Disc Facilitation, Driving Forces Facilitation, EQ Facilitation, and Four Streams Coaching Certification. She has been in leadership development, business development, and coaching for 15+ years and has helped countless leaders find their footing, establish their authentic style, and ultimately grow. This is her true passion and true calling, you

are in good hands! Molly currently works with small business owners, Executive Directors in both the non-profit and corporate sectors, middle-management professionals who are looking to grow, and organizational teams. Molly is the owner of TBD Coaching as well as the CEO (and coaching instructor) at Four Streams Coaching.

Offerings/Services	Fee
*Talent Insights Assessment (DISC and Driving Forces)	90.00
*Tri-Metrics Assessment (DISC, Driving Forces, EQ)	150.00
Individual Assessment Debrief	100.00
Team Debrief of Assessments and company charted DISC wheel	300.00
Leadership coaching for ½ of one-quarter (6 sessions) /phone or video conference	995.00
**Leadership coaching for one-quarter of the year (12 sessions) /phone or video conference (most popular)	1795.00
***Leadership coaching for two-quarters of the year (24 sessions) /phone or video conference (best deal)	3395.00

*The assessments are optional, but are a wonderful tool to get clarity around the leaders' self.

**The average leadership coaching engagement starts with one quarter and is assessed after 12 sessions.

***This turns out to be the best deal as people usually re-up after the first 12 sessions.

TBD Coaching offers a Leadership Starter Package to get you going today:

Offerings/Services	Fee
Tri-Metrics Assessment (DISC, Driving Forces, EQ)	0
Individual Assessment Debrief	0
Leadership coaching for one-quarter of the year (12 sessions) /phone/video conference	\$1,795.00
Leadership coaching for two-quarters of the year (24 sessions) /phone/video conference	\$3,395.00
TOTAL	\$1,795 or \$3,395

The steps to get started:

1. Schedule a Discovery Call with Molly for the person who will be making this decision on behalf of the organization.
2. Molly and the leader (or leaders) in coaching decide on a dedicated day/time to meet each week that will best fit their schedules
3. The coaching begins!
4. Initial paperwork:
 - a. A coaching agreement between TBD Coaching and the organization (or sponsor)
 - b. A coaching agreement between TBD Coaching and the leader in coaching
 - c. An assessment to be filled out by the leader in coaching
 - d. An intake form to be filled out by the leader in coaching