



CoachWorks^(SM) Executive Coaching Program

Nearly 1000 senior leaders in organizations of all sizes have been coached by DRI consultants in over half a century of combined work. As “coaches to coaches” for nearly 20 years, we have taught and trained masters and doctoral level consultants to be great coaches. When possible and proper, we partner with internal staff in the client organization, to better serve the person being coached. This nearly always includes the manager/sponsor of the person being coached.

A few highlights of our approach to coaching:

- We begin with project planning and assessment in some form. We continue throughout the project to seek information and modify the workplan as needed. This helps ensure you get the right services from us at the right time and at the right cost. Sometimes coaching is not the best solution or only for the circumstances, people involved or the timeframe. We will work closely with you to determine this upfront and throughout the project.
- We use the Executives’ current real world challenges as an opportunity to practice new skills. Thus, the coaching focuses on the projects already on the Executive’s “to do” list, and helps the Executive get real work done.
- We build on what’s good and working in individuals and Organizations. We work with high achieving people to help them become even better.
- We offer the option for Executives to better understand their own “work personality”, through web-enabled assessment instruments
- We focus on results, through a Personal Learning Contract that specifies action plans, dates, and outcomes
- You only pay for what you need and get from us. Fees are “a la carte” and our assessment approach helps ensure we provide what is necessary at the time it is needed. **Initially, your only obligation is to costs agreed upon in the assessment of need from Phases 1 and 2.**

An outline of a typical coaching program follows. Working together, we produce a tailored CoachWorks program to the specific needs of the Organization and the Executive.

Hourly rates are provided below in a range that is determined by the DRIC staff involved on the project and the dollar value of the work we provide (as determined by the level of the coachee in the organization and size and type –e.g. public or private sector - of organization involved).

DRI Consulting's CoachWorks^(SM) Executive Coaching Program

<p>Phase 1. Confirm Expectations</p> <p>Purpose: To have a clear understanding of the coaching work between the Executive, their boss(es), the Organization, and the coach.</p> <p>Method</p> <ul style="list-style-type: none"> • Meeting between coach and sponsor of coaching project <ul style="list-style-type: none"> ○ Collaborate on preliminary needs assessment--Is coaching the right approach? • Determine scope and budget of coaching • Kickoff meeting with executive, coach and other people you designate as part of Coaching team (can include the executive's supervisor, mentor, Human Resources) to frame roles, responsibilities, timing, expectations <ul style="list-style-type: none"> ○ Results—what's expected from coaching (for instance, behavior change, interpersonal skills, productivity, specific skill building, career alignment, attitude change) ○ Accountability—who are the executive and the coach accountable to for the results of the coaching <ul style="list-style-type: none"> • What is the role of executive's supervisor in establishing goals and evaluating progress • Who is the coach's contact person in the Organization ○ Confidentiality—whether/what type of information from the coaching relationship is shared with the Organization <p style="text-align: center;">Typically 5-7 hours in length @\$225 -\$500/hr</p>	<p>\$1125 - \$3500</p>
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<p>Phase 2. Assessment</p> <p>Purpose: Gather in-depth information to define the Executive's needs for development. We may also identify other factors affecting the Executive's performance (e.g., business objectives, fit to job, team structure, staffing, market conditions).</p> <ul style="list-style-type: none"> • Strengths, development areas, and personal objectives • The requirements of the Executive's current position—the Executive's role in the Organization and the Organization's business objectives. • If appropriate, the requirements for the Executive to assume additional or different responsibilities in the Organization 	
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<p>Phase 4. Coaching</p> <p>Purpose: Coach provides resources and structure to assist the Executive to reach the goals of the Personal Learning Contract</p> <p>Method</p> <ul style="list-style-type: none"> • In-person meetings with Coach every 1-2 weeks, typically for an additional 5-12 months • Use of Coaching Recorder Form to document action items agreed to in meetings • Progress meetings every 4-6 weeks with coach, Executive, others on development team—are the goals being met? • Personal Learning Contract revised as needed • Phone consultation as needed in between sessions • Option for coach to observe meetings with Executive, or videotape the Executive, if desired, and provide feedback 	<p>about \$1500/mo @\$225 rate</p> <p>\$3000/mo @500 rate</p>
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<p>Phase 5. Transition</p> <p>Purpose: Transition from Coaching program to Executive's ongoing Development Process after coaching</p> <p>Method</p> <ul style="list-style-type: none"> • Meeting of Coaching Team to transition to the Executive's ongoing development in the Organization 	<p>Fees included from Phase 4 above</p>
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Optional Additions	
<ul style="list-style-type: none"> • Written Summary of Work Personality Profile Information for the Organization 	\$250-175
<ul style="list-style-type: none"> • <u>Multi-rater feedback.</u> Depending on the goals of the coaching, multi-rater feedback can be added to the Needs Assessment phase. The multi-rater feedback can be gathered through a web-enabled 360-feedback instrument, personal interviews, or a combination of both. 	\$300-\$3000
<ul style="list-style-type: none"> • <u>Mental Ability Measure.</u> If you would like to include a mental ability measure as part of the needs assessment, we can add the Employee Aptitude Survey. The EAS offers a highly predictive and job-specific battery of mental ability measures. 	\$225
<ul style="list-style-type: none"> • <u>Custom Satisfaction Surveys of Executive's Business Unit</u> 	Custom Quote

Investment

The investment for Executive Coaching can range from 4,000 to 15,000 dollars and up, depending on the features you select, the length of the coaching, and the coach's billing rate.

Payment terms are:

- Initial assessment phase fees due upon completion, then
- 50% of low estimated range of project costs after assessment phase, and the remainder billed monthly. Out of pocket costs that may be required are billed in addition to the program fee.

Related Programs



Originally produced as the most senior executive development program for Norwest Bank, now Wells Fargo. DRI Consulting's ExLL^(SM) is executive level leadership training for groups of 6 or more.

CoachWorks^(SM) is the best of ExLL for individuals and organizations with fewer than 6 Executives getting coaching.

Contact Dr. John Fennig at 651-308-8412 or johnfennig@dric.com for more information.