

Service	Time	Instructional %	Coaching %	Training Outcomes	Fees
Sr. Executive Leadership Training & Coaching (Organization specific or Public course)	20 – Semi Monthly Sessions over a 12-month period (2 hours each in duration) <ul style="list-style-type: none"> Includes emergent issue coaching & consultation Number of sessions and training outcomes can be amended based on learner and organization needs 	65%	35%	<ul style="list-style-type: none"> ✓ Strategic vs Operational Leadership ✓ Outcomes-based Organizational Health & Sustainability ✓ Metrics & Accountability ✓ Leading through Inter-Personal Relationships ✓ Facilitative Leadership ✓ Purposeful Decision Making ✓ Leading with/beyond Governance ✓ Assertiveness – Lead with Confidence ✓ Leading vs. Managing ✓ Purposeful busy-ness 	\$13,500 per Executive
Foundations of Leadership (Organization specific or Public course)	3 – 4 days (24 or 32 hours) <ul style="list-style-type: none"> Minimum 20 learners 	100%	0%	<ul style="list-style-type: none"> ✓ Think, Act & Feel concepts of Leadership ✓ Understanding one's own approach to leadership & workplace culture ✓ Understanding one's tendencies and strengths in relation to others ✓ Learning how to flex one's strengths according to the strengths of teammates/colleagues ✓ Learning to minimize and deal with individual and team conflict based on people's strengths ✓ Developing core values for how teams will work with each other and how services will be provided to customers ✓ Exploring one's leadership vision & how to creatively generate commonly accepted and understood organizational/departmental vision ✓ Understanding how to focus on the driving issues challenging a team/organization, not just what people are talking about ✓ Understanding the dynamics and stages of team development ✓ Improving ability to use clear concise two-way communication to maximize resources 	\$800 - 1,250 per Learner Fee depends on the amount of customization required by a specific organization.
Emerging Leaders Training & Coaching (Organization specific or Public course)	8 – Monthly Sessions (8 hours each in duration) <ul style="list-style-type: none"> Includes 4 hours of coaching per participant Minimum 10 Learners 	90%	10%	Similar to Foundations of Leadership, however, outcomes are geared to the specific culture, needs and challenges of the organization. Also includes organization specific case work in between sessions where participants are challenged to apply specific teachings against organization specific challenges.	\$4,500 per Learner

Meaningful Governance Training & Coaching (Organization specific course)	1, 8-hour Session followed by 6 monthly group coaching sessions (maximum hours each) <ul style="list-style-type: none"> • Coaching sessions are held in conjunction with regular Board Meetings 	80%	20%	<ul style="list-style-type: none"> ✓ Hybrid Model of Governance – Moving Towards Policy-Based ✓ Strategic vs. Operational Governance ✓ Governance focused on outcomes-based organizational health & sustainability ✓ Satellite governance ✓ Purposeful Meetings ✓ Performance appraisals vs. Outcomes Monitoring ✓ Board Composition, Roles and Functionality 	\$ 10,000 per Board
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Variation Notes:

1. Fees may be negotiated based on the organizations' financial limitations
2. Fees may be negotiated based on number of learners in each organization and/or additional work desired beyond the listed service/course
3. Fees include all necessary training materials and any documents created specifically for the organization
4. Organization specific courses (# of sessions and duration) can be altered based on the organization's needs and limitations
5. Travel, accommodations and meals will be negotiated separately from the fees herein
6. 5% GST will be added to the fees above