



COACHING

	Programs	Appropriate For	Benefits to You	Package Includes	Fee	What You Can Expect
COACHING FOR INDIVIDUALS	Executive Onboarding - The First 100 Days	C-Suite, Deputy Ministers, Vice Presidents, Assistant Deputy Ministers	<ul style="list-style-type: none"> Develop customized roadmap for your timely success Accelerate your contributions and achieve tangible results against clearly defined priorities Heighten awareness of personal growth needs for long-term success 	Total 25 hours, of which: <ul style="list-style-type: none"> 19 hours personal one-on-one time 4 hours key stakeholder interviews 2 hours Coach preparation Assessments to provide your Coach with information on your leadership style and impact	\$12,250	<ul style="list-style-type: none"> Custom-designed coaching program based on your objectives Confidential one-on-one sessions with a Niagara Coach
	Leadership Transitions	C-Suite, Deputy Ministers, Vice Presidents, Assistant Deputy Ministers Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers	<ul style="list-style-type: none"> Receive guidance on the shifts you need to make to excel in your new role Develop strategies and plans to build/enhance required key skills Attain greater confidence and ability to adapt to your new role 	Total 20 hours, of which: <ul style="list-style-type: none"> 17 hours personal one-on-one time Two interviews including a key stakeholder 2 hours Coach preparation Assessments to provide your Coach with information on your leadership style and impact	\$10,250	<ul style="list-style-type: none"> Personalized assessment and feedback
	Accelerated Learning and Development	Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers Individual Contributors and Project Managers	<ul style="list-style-type: none"> Develop strategies to build essential skills Receive support and guidance for implementing new strategies Accelerate leadership development and productivity 	Total 20 hours, of which: <ul style="list-style-type: none"> 17 hours personal one-on-one time Two interviews including a key stakeholder 2 hours Coach preparation Assessments to provide your Coach with information on your leadership style and impact	\$10,250	<ul style="list-style-type: none"> An action-based plan for your leadership
	Emerging Leaders (Hi-potential and first time leaders)	Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers Individual Contributors and Project Managers	<ul style="list-style-type: none"> Gain strategies to build essential skills and a plan for continuous growth Accelerate reaching your leadership potential Maximize your organizational contribution 	Total 18 hours, of which: <ul style="list-style-type: none"> 15 hours personal one-on-one time Two interviews including a key stakeholder 2 hours Coach preparation Assessments to provide your Coach with information on your leadership style and impact	\$9,750	
	Performance Development	C-Suite, Deputy Ministers, Vice Presidents, Assistant Deputy Ministers Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers Individual Contributors and Project Managers	<ul style="list-style-type: none"> Heighten self-awareness of personal impact Identify targeted development needs Define a plan for improvement; clearly measures success Identify appropriate support and guidance for implementing new strategies 	Total 16 hours, of which: <ul style="list-style-type: none"> 12 hours personal one-on-one time 2 hours including a key stakeholder interview 2 hours Coach preparation Assessments to provide your Coach with information on your leadership style and impact	\$8,750	
	Post-Program Application	C-Suite, Deputy Ministers, Vice Presidents, Assistant Deputy Ministers Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers Individual Contributors and Project Managers	<ul style="list-style-type: none"> Integrate program learning into your role Build traction towards achieving your goals Sustain new behaviours by building learning into daily practices, tools and techniques Rehearse and debrief in a safe setting 	3 hours of one-on-one coaching	\$1,200	
	Alumni Refresher	C-Suite, Deputy Ministers, Vice Presidents, Assistant Deputy Ministers Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers Individual Contributors and Project Managers	<ul style="list-style-type: none"> Track progress against your personal developmental goals Sustain new behaviours by building learning into daily practices, tools and techniques Build traction towards achieving your goals 	Repeat program assessment(s) and participate in a one-on-one 2-3 hour feedback and development plan session	\$2,400 - \$3,000	
COACHING FOR GROUPS AND TEAMS	Team Launching	C-Suite, Deputy Ministers, Vice Presidents, Assistant Deputy Ministers Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers Individual Contributors and Project Managers	<ul style="list-style-type: none"> Accelerate team integration Build a customized roadmap for individual and team success Obtain guidance in identifying potential challenges and opportunities Leverage strengths for greatest team success 	Coaching plan, assessments and fees are based on number of individuals in the team or group, customized coaching and leadership assessment requirements and coaching duration	Coaching programs can be tailored to suit your budget	<ul style="list-style-type: none"> Custom-designed coaching program One-on-one and team/group time spent with a Niagara Coach
	Intact Team Development	C-Suite, Deputy Ministers, Vice Presidents, Assistant Deputy Ministers Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers Individual Contributors and Project Managers	<ul style="list-style-type: none"> Build collaboration strategies for greater team synergies Create a customized roadmap for individual and team success Receive Coach and team support and guidance for implementing new strategies. 			<ul style="list-style-type: none"> An action-based plan for team and individual leadership success
	Group Learning and Development	C-Suite, Deputy Ministers, Vice Presidents, Assistant Deputy Ministers Senior Managers, Directors, Senior Directors Team Leaders, Supervisors, Managers Individual Contributors and Project Managers	<ul style="list-style-type: none"> Learn from peers in similar roles with similar responsibilities Increase leadership potential and productivity Receive Coach and peer support and guidance for trying out new behaviours 			<ul style="list-style-type: none"> Leadership assessment and feedback