

**ELAINE
BROE**

**LEADERSHIP
& LEARNING
EXPERIENCES**

Coaching



Design Your Coaching Solution

To help determine the right coaching experience for you, begin by identifying the package that fits your leadership needs, commitment level and budget. Then reach out and arrange a call with me to make sure we both feel it's the right fit and timing for a coaching partnership. We'll finalize any questions and get to work.

If you're still on the fence, check out the "Am I Ready for Coaching" form to help with your decision making.

AM I READY FOR COACHING?

Executive Coaching

You're a senior leader who's seeking the evolution of your career and legacy. Your obligations and responsibilities are significant. You want to find the next level of what you're capable of achieving with your people and your organization.

COST:

\$8,000.00

4-MONTH

PARTNERSHIP

\$12,000.00

6-MONTH

PARTNERSHIP

PACKAGE INCLUDES:

- 360° Interviews with up to 10 people
- Completion of an Emotional Intelligence Assessment
- A customized coaching design to identify key goals and outcomes
- Scheduled coaching calls based on coaching design (2-3 calls per month)
- Follow up interviews with up to 5 people
- Add-on option includes follow-up 360°

WHO THIS IS FOR:

Executives, Senior Leaders, Experienced Directors and Board Members



Leadership Coaching

COST:

\$3,750.00

4-MONTH

PARTNERSHIP

\$5,750.00

6-MONTH

PARTNERSHIP

You want to strengthen your leadership capabilities and rise to the next level of your career. Coaching will help you increase your leadership skillset, identify your stretch goals, and create accountability for changing habits. Areas of focus might include managing team dynamics and conflict, or practicing increased self-awareness and emotional intelligence.

PACKAGE INCLUDES:

- A personal leadership assessment focused on your coaching plan
- Identifying clear goals and actions for the coaching outcome
- Scheduled coaching calls based every 2-3 weeks
- Resources and tools customized to your coaching development
- Select a personal assessment tool to identify leadership styles, conflict patterns or emotional intelligence strengths in support of your progress areas

WHO THIS IS FOR:

Directors, Managers, Project Leads and Emerging Leaders with significant responsibilities

Personal Coaching

COST:

\$3,500.00

4-MONTH

PARTNERSHIP

\$5,500.00

6-MONTH

PARTNERSHIP

Do you feel stuck? Do you want to change something about your life? Perhaps you're in the midst of a transition you've been wanting to make, or maybe you understand that you're standing in your own way and want to make that change.

PACKAGE INCLUDES:

- Identifying clear goals and actions that define what you want to achieve
- Scheduled coaching calls based every 2-3 weeks
- Customized learning resources and communication tools

WHO THIS IS FOR:

People who are committed and excited about creating change



Presentation & Storytelling Coaching

COST:

\$2,000.00

4 COACHING SESSIONS

\$4,000.00

8 COACHING SESSIONS

Whether you want to impress senior leadership, communicate your ideas confidently or present effectively at conferences, this is your opportunity to shine. Learn more about your physical preparedness and breath through somatic exercises and receive coaching on framing ideas, storytelling, voice, and how to engage a room.

PACKAGE INCLUDES:

- An intro call to clarify goals and challenges
- 4 or 8 coaching sessions includes content and resource guide
- Personalized presentation and speaking practices
- Storytelling coaching and refinement of your message

WHO THIS IS FOR:

People with a presentation, facilitation opportunity, or in need of communication, storytelling coaching

Team Coaching

COST:

\$5,000.00/ TEAM

6-MONTH

PARTNERSHIP

A coaching combination of individual goal focus, peer support, and applied leadership practice. In teams of three, leaders experience a six-month long development experience. We recommend a thoughtful approach to creating the team coaching group, engaging leaders from across the organization for the most value.

PACKAGE FOR A TEAM OF THREE INCLUDES:

- Monthly coaching calls over the course of six months
- A personal leadership communication assessment
- Structured goal development plan and conversation guides
- Leadership experiments to apply after each call
- Resources and tools customized to their coaching development

WHO THIS IS FOR:

Leaders who want to be proactive about change and learn from their peers



Productive Conflict Coaching

COST:

\$8,000.00

FOR 2 PEOPLE

4-MONTH

PARTNERSHIP

There are times during work relationships when we get in our own way. This experience is for two leaders experiencing misaligned communication or barriers to collaboration. We will create space for each person to develop trust in the coaching process, self-identify responsibility, choice and control within their respective perspectives. The outcome is to enable ownership and empathy and discover solutions to the current relational challenges.

COACHING PACKAGE FOR TWO LEADERS INCLUDES:

- 7 individual calls over the course of four months
- Relationship Conflict reflection guide
- 2 group coaching calls at a minimum
- Identify desired coaching outcomes for the relationship
- Increase skills for empathy and perspective taking
- Provide conflict behaviour coaching to support more effective conversation
- Design and support the leaders to prepare for a shared goal conversation



What I Bring

Unlike many consultants, I've worked in organizations for the better part of my career, leading teams, navigating politics and getting the work done. I spent 11 years of my career at the Banff Centre, eventually leading program design in the leadership development division. At lululemon athletica, I led the global design of their retail training program with a dynamic team of people.

I am a certified PCC level Executive coach with the International Coaches Federation (ICF), bringing over 1,000 hours of coaching experience, supported by additional certifications in behavioral assessments. With a Master's degree in Leadership, I am an endless resource of tools and approaches that support the changes you want to make.

Shall we begin? Email me to book a consultation call: info@elainebroe.com

