



Bespoke Coaching Options

Individual Coaching, Group Coaching, Coaching Training

Coaching expands thinking, deepens understanding and develops self-efficacy. It's a challenging and supportive partnership with benefits for the individual and the organisation by improving performance and well-being.

Linden Learning has established a reputation for excellence with a team of executive and leadership coaches. We offer a range of packages to suit differing priorities and are keen to discuss individual needs to tailor support to each client.

If you wish to discuss any of the packages below then please contact Jane Cook or Trevor Folley

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Individual coaching

One to one coaching for executive leaders (e.g. CEOs, Directors, Headteachers)

The complexity and accountability of executive leadership requires clarity, creativity and resilience. The pace and intensity of the role, often along with a degree of isolation, leads many to engage with a coach to provide support, structure and challenge.

Details:

- **5 x 2 hour sessions** (typically each 4-6 weeks but through discussion with coachee)
- Unlimited email and telephone support as required between sessions
- Venue to be discussed with coachee (works best if away from the place of work)

**(fee varies according to size of organisation and complexity of the role) £1500 - £2,000
+ VAT**

One to one coaching for Senior Leaders

Senior leaders carry a great deal of responsibility for the success of an organisation. They will have specific accountabilities, often for multiple areas within the organisation, and typically contribute directly to strategic planning.

Details:

- **5 x 2 hour sessions** (typically each 4-6 weeks but through discussion with coachee)
- Unlimited email and telephone support as required between sessions
- Venue to be discussed with coachee (works best if away from the place of work)

Price from £1250 + VAT

One to one coaching for aspiring and middle leaders

Middle leaders have a vital role in providing a bridge between the operational and strategic performance of an organisation. They are often aspiring senior leaders and coaching can facilitate the deep reflection needed to take their skills to the next level.

Details:

- **5 x 90 minute sessions** (typically each 4-6 weeks but through discussion with coachee)

Price per person from £1000 + VAT

Reduced rate for 2 people being coached on the same day from £950 + VAT each

Reduced rate for 3 people being coached on the same day from £900 + VAT each

Group coaching

Group and facilitated peer coaching is a great way to share expertise and create supportive networks.

Leadership Solutions Sessions

A structured session involving 3 colleagues, with similar roles.

Each colleague brings an issue/focus to be worked on.

Each colleague leaves with practical approaches for addressing the issue.

Each session is 2.5 hours and a typical programme includes 3 sessions

Fees start at:

(vary according to complexity of the roles/organisation)

Individual sessions 3 session package

One triad on a day from £325 + VAT £900 + VAT

Reduced rate for 2 triads on the same day from £285 + VAT each £790 + VAT each

Action Learning Sets

A structured session involving 4-7 colleagues

Colleagues can bring an issue/focus to be worked on – optional

The group collectively decide the foci of the session.

The group support each other to identify practical approaches to address the issue/foci.

Each session is 2.5 hours and a typical programme includes 3 sessions

Fees start at:

(vary according to complexity of the role/organisation)

	Individual sessions	3 session package
One set on a day from	£325 + VAT	£900 + VAT
Reduced rate for 2 sets on the same day from	£285 + VAT each	£790 + VAT each

Training

1 Day introduction to coaching

1 day training with two facilitators

Group size: min 8, max 20

Price per person for first 8 participants from	£200 + VAT
Reduced price for 9 th to 20 th participants from	£150 + VAT

Twilight training programme - Coaching skills

Six afternoon/twilight (90 min) training sessions – typically fortnightly

Group size: min 6 people, max 12

Structure for course:

1. The attitudes and skills for effective coaching
2. The coaching conversation (OSCAR)
3. Exploring a coachee's priorities
4. A coaching approach to feedback
5. Cognitive frames – and how to encourage productive ones
6. Putting it all together

Each session includes a resource booklet with key information and materials.

The enhanced option includes two coaching sessions (1h) for each participant (to be conducted where possible on the training days). This provides colleagues with first-hand experience as a coachee and supports them to address their own issues/development.

	<u>Just training</u>	<u>With coaching</u>
Price per person for first 6 participants from	£250 +VAT	£500 +VAT
Reduced price for 7 th to 12 th participants from	£150 +VAT	£300 +VAT

3 Days – Leader as Coach training course

Based on Jenny Rogers’ popular book, “Manager as Coach”, and developed with her to address some of the most challenging issues a leader and manager faces, this course includes:

- 2 consecutive intensive days training
- 6-8 weeks gap in order to practise skills in the workplace.
- Each participant receives a telephone/skype coaching session
- 1 day training

5 Days intensive training

For people who have had an introduction to coaching and want to go deeper, our flagship 5 day course can lead to a post graduate qualification in coaching and mentoring with the Institute of Leadership and Management

- 3 days training
- gap in order to practice skills
- 2 days training