



Performance, Action and Accountability Coaching

Utilizing tools from the Action Based Leaders™ Coaching Program, participants will learn how to control their actions and understand their personal emotional and energy blueprint

What to Expect When Partnering with Cultural Alignment Solutions

We are leadership development experts and we work with companies who are looking to improve associate's behaviors and hold them accountable to positive choices and actions that produce sustainable results. Our directional, goal focused process includes Training, Coaching and Consulting.

At Cultural Alignment Solutions we use coaching as a powerful and effective development tool to facilitate the leadership development of an organization's leaders and future leaders. Coaching enables the participant to focus on their core strengths and capabilities to maximize their effectiveness, as well as identifying any "blind spots", gaps or challenges and see those items as opportunities for growth and expansion in their personal development. Our unique coaching process works to gain client buy in, action, accountability and ultimately, sustainable transformation.

Requirements of Participants:

There are two foundational necessities for building high-performance individuals of self-mastery:

Commitment, Courage

- Are participants **committed** to the process?
- Do they have the **courage** to DO what the process reveals and is necessary?

Process Overview and Goal:

This process is designed for promising employees identified as leaders needing performance, action and accountability development, coaching and training

Goal - To improve performance through action and accountability by developing strategies for:

- Performance goals and responsibilities employee will be held accountable for
- Time, Stress and Conflict Management Skill Development
- Communication and Interpersonal skills
- Action Plan for: Team, Departmental and Organizational integration – (HOW they will use their new skills to influence and help others)

We will:

1. Explore and Assess starting point capabilities with the employee and Direct Leader
 - a. ELI – Energy Leadership Index Assessment – This assessment measures the of 7 Levels of Leadership and Communication. It reveals the current potential of leadership capabilities and potential blocks.
 - b. EQi2.0 – Emotional Intelligence Assessment



2. Challenge the employee and leader with full debriefs of the assessment results to:
 - a. Build a custom Action Plan for approval and implementation.
 - b. Create measurable outcome for expected behavior utilizing an action plan.
 - c. Provide follow up with a coaching plan that supports accountability of the action plan.
3. Transform and expand performance with a client involved custom coaching program.
 - a. The **employee will be required to participate** and practice new skills from the coaching sessions to address any resistance. They will be encouraged to ask and answer questions for clarity and to adjust to the expected state of acting and thinking as a workplace leader.
 - b. The **Direct Leader of the employee required to participate** – Because the employee takes on the energy of the leader the Direct Leader will participate in the success of the employee with their own action plan for “doing” and leading differently with this employee.
 - c. The leader and employee will understand and know that they are 100% responsible for the success and outcome of their own actions.
 - d. Leader and Employee will have email and cell phone access to their coach during the work week if needed – with provided and agreed upon guidelines.
4. Check-in, Follow up and Employee Choices:
 - a. Cultural Alignment Solutions will have monthly check in calls with Direct Leader for progress of employee. Email and phone access at any time.
 - b. Recommendations and adjustments can be made during program.
 - c. Cultural Alignment Solutions is not responsible “for” the employee’s choices and response, all success and/or failures will be deemed as the employee’s choices.
 - d. Cultural Alignment Solutions will provide the opportunity and tools for optimum success if acted upon by employee to implement and use as designed.
5. Confidentiality with Cultural Alignment Solutions (CAS): Coaching sessions are held in the strictest level of confidentiality and will not be shared without client permission.

PROGRAM IMPLEMENTATION

- Needs Assessment and intake meeting with company, and all required parties, to include the Direct Leader(s) and HR if applicable.
- Employee “buy-in” session with Cultural Alignment Solutions (Details TBD during intake meeting)
- Individual coaching for employee will be provided 2x’s per month, Direct Leader 1x/month
- Follow up/Check-in’s - 1x monthly with Direct Leader and any applicable parties (TBD during intake)
- Training for new communication strategies between employee and Direct Leader. This session will define “how” to work and communicate together and be productive and focused on the overall corporate growth and initiatives for their roles and team. (Attendees: Employee, Direct Leader and any applicable participant if needed).



PROGRAM INVESTMENT

Product	Description	Pricing
Travel expenses billed separately – Mileage fees are billed at current government rate of .58/mile		
Performance, Action and Accountability Coaching <ul style="list-style-type: none"> • - A session consist of 40-60min depending on what is discussed and what movement is shifted forward – All outside prep is included. • - Meetings will not be limited to "time" we will meet till we receive what is required. 	<ul style="list-style-type: none"> • Minimum Recommendation – 4 Month Program – 1-month Intake, Assessments, debriefs, questionnaires 3 -months of intensive directional coaching 3x/month – (Live, Phone or Video Conference options) (TBD) <ul style="list-style-type: none"> • 2 Sessions with employee • 1 Session with Direct Leader • Live Intake Meeting • Live Buy-In Meeting with employee • 2 Assessment Pkgs – ELI and/or EQi2.0 – including individual Debriefs for Employee and Direct Leader (HRBP added upon request and billed separately) • Weekly Practice and Ponder Exercise for employee • Development of custom Action Plan and all related materials, handouts and worksheets • Optimum Recommendation – additional 3 months of coaching for Sustainable change to take root. (1x/month sessions for employee and Direct Leader) 	<ul style="list-style-type: none"> • \$3400 all inclusive • 50% due upon agreement and before first session. This will be invoiced when signed proposal is returned. Final payment(s) will be invoiced monthly due upon receipt.
Additional Time and/or Development	<p style="text-align: center;">Additional pricing – TBD, if and when needed</p> Additional Consulting, Coaching or prep not related to this proposed program (per approval)	\$250/session

**FOR QUESTIONS OR MORE INFORMATION VISIT OUR WEBSITE
OR CONTACT OUR OFFICE DIRECTLY**

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