



SECOND STATE
LEADERSHIP

Individualized Leadership Support & Coaching

Note: *This proposal includes data that shall not be disclosed outside the intended recipient and shall not be duplicated, used, or disclosed in whole or in part for any purpose other than to evaluate this proposal.*



INDIVIDUALIZED LEADERSHIP SUPPORT PROGRAM

Introduction: Second State Leadership (SSL) works with individuals to provide guidance and support in the development of key leadership competencies through professional coaching. By “coaching”, we mean an ongoing, confidential, partnership between a client and coach to identify, prioritize, and achieve the clients desired goals.

The purpose of the coaching engagement is to help clients maximize their potential, enhance their personal and professional effectiveness and accelerate learning and continuous development for those willing to commit to the coaching process.

The coaching process begins with an intake conversation to establish rapport & desired outcomes for the coaching engagement. The intake phase can include input with performance expectations from the individual’s manager as needed.

Once the direction is in place, the coach and client engage in a series of appropriately spaced, 60-90 minute sessions, designed to identify the specific actions needed to accelerate individual, team and organizational performance in to regards to the clients current leadership challenge and/or opportunity. Coaching clients should enter into the coaching process with a high degree of openness and expect to be championed, supported, listened to, challenged and held accountable to growth and learning.

Focus areas for coaching often include some combination of the following:

- Self-awareness & self-management
- Social awareness & relationship management
- Planning, implementing, and helping people through organizational change
- Building alignment and buy-in across functional areas
- Applying tools and methodologies for continuous improvement & learning
- Enhancing collaboration, problem solving, decision-making and teamwork
- Creating a climate of trust that fosters innovation and creativity
- Navigating conflict constructively
- Adapting leadership style based on the motivational needs and communication styles of others
- Managing workflow, productivity & balance
- Recognizing and managing stress
- Managing human performance by giving effective feedback and developing others

Note: Every member of the Second State team are International Coaching Federation certified professional coaches with over 500 hours coaching leaders at all levels in various industries.



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Coaching Support Packages: Second State Leadership offers the following coaching options:

8 Session Package

This package consists of eight 60-90 minutes sessions and includes some combination of the following assessments and materials.

360 Feedback Report Option 1: Leadership Practices Inventory 360

360 Feedback Report Option 2: EQi Emotional Intelligence 360

EQi Emotional Intelligence Quotient

1 DiSC for Managers Assessment

1 Energetic Leadership Index Assessment

1 People Skills Handbook

Additional assessments & support materials as needed

The term for this coaching engagement is usually 90 days. The scheduling and spacing between sessions will be coordinated between the coach and client. Coaching support will primarily be provided by on-site visits or over the phone.

Rate: \$3500



12 Session Package

This package consists of twelve 60-90 minutes sessions and includes the following assessments and materials.

360 Feedback Report Option 1: Leadership Practices Inventory 360

360 Feedback Report Option 2: EQi Emotional Intelligence 360

EQi Emotional Intelligence Quotient

1 DiSC for Managers Assessment

1 Energetic Leadership Index Assessment

1 People Skills Handbook

Additional assessments & support materials as needed

The term for this coaching engagement is usually 90 days. The scheduling and spacing between sessions will be coordinated between the coach and client. Coaching support will primarily be provided by on-site visits or over the phone.

Rate: \$5000



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Client Confidentiality: Client confidentiality is the cornerstone of the client/consultant relationship. In the course of this engagement, Second State Leadership may be given sensitive or confidential information about our client's business, including but not limited to technical, financial or strategic data. We will keep all information learned in the course of this engagement in the strictest confidence, return any and all materials provided to us, and sign a confidentiality agreement to that effect, at the request of the client.

More Information:

To obtain additional information regarding Second State Leadership workshops, team-building events, keynote talks, coaching packages and/or contact information for referrals please email one of the following.

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