

## Rowan Corporate Coaching packages

Rowan Consultancy specialises in the development of individuals and organisations. Our coaching packages help employees achieve their developmental goals, with varying degrees of support and involvement from their line manager.

- **Bronze package:** a programme of 4 coaching sessions, of up to an hour each, over up to 6 months, where the employee agrees their own goal with their coach. There is no involvement from the line manager and no reporting back to the organisation. Investment: £630+VAT
- **Silver package:** a programme of 6 coaching session, of up to an hour each, over up to 9 months, which includes the line manager agreeing the goals for coaching with the coachee and the coach and joining them for a review session to measure progress towards those goals. This package gives added value for money, since the line manager shares responsibility for goal-setting and supporting the employee and the employee is accountable to their line manager as well as to the coach. The organisation receives feedback from the line manager and can measure the results of coaching more clearly. Investment: £1100 +VAT
- **Gold package:** for a programme of up to 12 coaching session in 15 months, with consultation available between sessions. This includes feedback from colleagues and the option of an Insights Discovery Personal Profile in your first year. It is designed for senior executives. Investment: £2730+VAT

Coaching sessions will usually be delivered in our Perth offices or via Zoom. They can be delivered at a different location, but this will incur additional costs.

### **Silver Package:**

It is important that we work in partnership with the organisation to ensure that the employee is supported in their learning during and after the coaching process. The employee may nominate a panel of colleagues to provide feedback.

The employee's line manager joins us for the second and final coaching sessions. The aim of the second session is to ensure that there is accountability for the process within the organization. We will agree answers to the following questions:

- a. What is the goal of the coaching?
- b. What will be the behavioural measure of success?
- c. What support will the manager and the organization provide to the coachee to transfer their learning into the workplace?
- d. Which strengths does the manager appreciate in the coachee?

The manager will join us for the final session to review progress towards the goal, against the agreed behavioural measure of success and to ensure continuity once the coaching sessions have been completed by agreeing how the learning will be sustained.