

DPG Executive Coaching Programme Packages

Package	Features	Investment
Skill Development - Develop a specific skill to improve your personal competence or effectiveness	<ul style="list-style-type: none"> • 4 Month Process • 2 Meetings with Client and Line Manager/Sponsor • Individual Diagnostics/Psychometrics (Skills, Competency and Personality) • 3 x 1 hour coaching sessions (2 'off-site' face to face; 1 telephone/email) • A dedicated web site to suit your personalised programme for the duration of the programme • Web-based Learning Resources 	£470/month (or 1.25% of gross full time annual salary whichever is the higher)
Behavioural Development - Develop competence and behaviour to improve your effectiveness with others at work	<ul style="list-style-type: none"> • 7 Month Process • 3 Meetings with Client and Line Manager/Sponsor • Individual Diagnostics/Psychometrics (Skills, Competency, Personality and 360 degree) • 4 x 1 hour coaching sessions (4 'off-site' face to face; 2 telephone/email) • A dedicated web site to suit your personalised programme for the duration of the programme • Web-based Learning Resources 	£520/month (or 1.25% of gross full time annual salary whichever is the higher)
Career Development - Develop personal capability to meet the wider demands of your current or future work role	<ul style="list-style-type: none"> • 12 Month Process • 3 Meetings with Client and Line Manager/Sponsor • Individual Diagnostics/Psychometrics (Skills, Competency, Personality and 360 degree) • 12 x 1 hour coaching sessions (6 'off-site' face to face; 6 telephone/email) • A dedicated web site to suit your personalised programme for the duration of the programme • Web-based Learning Resources 	£570/month (or 1.25% of gross full time annual salary whichever is the higher)
Organisational/ Business Development - Development focused on you AND your unit/dept/org through you as its manager	<ul style="list-style-type: none"> • 18 Month Process • 3 Meetings with Client and Line Manager/Sponsor • Individual Diagnostics/Psychometrics (Skills, Competency, Personality and 360 degree) • Diagnostics for up to 6 senior management team/colleagues in your 'unit' (Skills, Competency, Personality and 360 degree) • 18 x 1 hour coaching sessions (9 'off-site' face to face; 9 telephone/email) • Team Diagnostics/Psychometrics • A dedicated web site to suit your personalised programme for the duration of the programme • Web-based Learning Resources Learning Resources for you and up to 6 colleagues in your unit. 	£750/month (or 1.25% of gross full time annual salary whichever is the higher)

NOTES:

- Includes diagnostics and core learning/development resources.
- Plus VAT and essential travel/accom/subs for coach (travel = 45p/mile) – unless client (and Line Manager for reviews) travels to coach.
- Additional coaching sessions during programme charged at £370/£170 per 1 hour session ('off-site' face to face/email or telephone).
- Extended coaching support provided at 25% reduction if booked during current core programme (maintains all services plus 2 x 1 hour coaching sessions = 1 'off-site' face to face; 1 telephone/email).
- Terms 50% on contracting; balance monthly over process duration.
- **Guaranteed 100% return on investment for you** – quantified/judged/specified by you and your line manager at Intake Meeting and Outcome Review. If we can't document this at the Intake Meeting to your satisfaction, then you pay nothing until we can or we don't go forward – no obligation.