

## *Executive Presence Packages*

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Marie Moran & Company *Executive Presence Packages* provide the benefits of both group learning and one-on-one coaching to accelerate an individual's development. Our packages are especially beneficial for individuals who are newly promoted and want to strengthen their leadership style, as well as for those already in leadership positions where enhanced executive presence, impact, presentation ability and inspirational leadership style are essential.

We offer four *Executive Presence Packages* which vary in scope and price based on the amount of coaching desired. The **Focused Package** is targeted to address one or two developmental objectives; the **Intermediate Package** is for individuals working on several targeted areas; and the **Expanded Package** provides more customization and one-on-one coaching with a broader scope. The **Build-Your-Own Package** is comprehensive and provides expanded developmental activities in both group and one-on-one coaching sessions with a consultant.

Each *Executive Presence Package* is tailored to the individual's developmental targets, including:

1. Enhancing executive presence and inspirational leadership style
2. Adapting to different personality styles, functional orientations and levels of seniority
3. Boardroom behavior – confidence, polish, poise and discernment with the most senior stakeholders
4. Managing former peers – transitioning from manager to leader
5. Presentation skills – both stand-up and across the table
6. Maintaining poise during times of increasing pressure
7. Managing drains and distractions; improving lifestyle balance and energy
8. Becoming more conflict hearty and resolving stalled issues

### **Focused Package**

The Focused Package is designed for the individual who has one or two key objectives for executive presence and impact-influence skill development. At the core of this offering is our 3½-day small group *Power of Your Presence Workshop*, augmented by pre- and post-workshop coaching sessions to ensure both focus on key objectives, as well as effective transfer of learning back to the workplace.

**Focused Package includes:**

- Initial telephone interviews with the candidate and manager/sponsor
- Two (2) hours of one-on-one coaching
- Attendance at the *Power of Your Presence Workshop (3½ day small group program)*
- Three (3) hours of follow-up coaching
- Follow-up debriefing with manager/sponsor

Focused Package Price: \$5,500\*

**Intermediate Package**

For individuals with several key objectives for leadership development, this package provides expanded one-on-one coaching and coordination with stakeholders, as well as the small group workshop experience.

**Intermediate Package includes:**

- Initial interviews with the candidate and one or more managers/stakeholders/sponsors (in-person or by phone)
- Written Coaching Plan
- Three (3) hours of one-on-one coaching
- Attendance at the *Power of Your Presence Workshop (3½ day small group workshop)*
- Seven (7) hours of follow-up one-on-one coaching, in-person or by phone
- Interim discussions with key stakeholders regarding candidate's progress
- Follow-up debriefing with manager/sponsor
- Written report of progress and outcomes

Intermediate Package Price: \$10,500\*

**Expanded Package**

Designed for the high potential leader, this package provides continuity and reinforcement over a several month period, with expanded private coaching as well as workshop attendance. Included is a broadened preliminary information gathering process to highlight key objectives, plus a written follow-up with primary stakeholders at the conclusion of coaching which covers recommendations for continued development.

**Expanded Package includes:**

- Telephone or in-person interviews with the candidate and manager/sponsor
- Interviews with up to six (6) key stakeholders regarding candidate's strengths and leadership development opportunities

- Debriefing with candidate regarding interview results
- Written Coaching Plan
- Fourteen (14) hours of one-on-one coaching over 3 to 6 months, sequenced with workshop participation described below
- Attendance at the *Power of Your Presence Workshop (3½ day small group program)*
- Follow-up interviews over the course of the project with the manager, sponsor and/or stakeholders to assess interim progress, fine-tune the coaching plan, and encourage reinforcement
- Written report of progress, outcomes and recommendations for on-going or future leadership development

Expanded Package Price: \$15,500\*

### **Build-Your-Own Package**

For clients working from a set budget or timeline, or in situations where there is a strong preference for either the one-on-one or workshop format, we can build a custom coaching package. Our staff will be happy to confer with you and provide a customized quote.

\* Plus customary travel expenses if the work is conducted outside of Orange County, CA. A quote for estimated travel expenses can be provided upon request.

## Executive Presence Packages

	<b>Focused Package</b>	<b>Intermediate Package</b>	<b>Expanded Package</b>
<i>Preparation</i>	<ul style="list-style-type: none"> <li>● Telephone or in-person discussion regarding the targeted coaching objective</li> <li>✓ With candidate</li> <li>✓ With the manager or the sponsor of the work</li> </ul>	<ul style="list-style-type: none"> <li>● Telephone or in-person interviews regarding developmental objectives               <ul style="list-style-type: none"> <li>✓ With candidate</li> <li>✓ With one or more managers or stakeholders/sponsors of the work</li> </ul> </li> <li>● Develop written coaching plan, outlining key objectives and desired outcomes</li> </ul>	<ul style="list-style-type: none"> <li>● Telephone or in-person interviews regarding developmental objectives, strengths and leadership opportunities               <ul style="list-style-type: none"> <li>✓ With candidate</li> <li>✓ With the manager or the sponsor of the work</li> <li>✓ With other key stakeholders (up to 6 interviews)</li> </ul> </li> <li>● Debrief with candidate regarding interview results</li> <li>● Develop written coaching plan, outlining key objectives and desired outcomes</li> </ul>
<i>1-on-1 Coaching</i>	<ul style="list-style-type: none"> <li>● <b>2 hours</b> of private in-person coaching (<i>or two 1-hour phone sessions</i>)</li> </ul>	<ul style="list-style-type: none"> <li>● <b>3 hours</b> of private in-person coaching</li> </ul>	<ul style="list-style-type: none"> <li>● <b>6 hours</b> of private in-person coaching over a 3 to 6 month period (<i>phone sessions in 1-hour increments, in-person sessions in 3-hour increments</i>)</li> </ul>
<i>Workshop</i>	<ul style="list-style-type: none"> <li>● <b>Power of Your Presence Workshop</b> (<i>3½ day program</i>)</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Power of Your Presence Workshop</b> (<i>3½ day program</i>)</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Power of Your Presence Workshop</b> (<i>3½ day program</i>)</li> </ul>
<i>Post-Workshop 1-on-1 Coaching</i>	<ul style="list-style-type: none"> <li>● <b>3 hours</b> of follow-up coaching, in-person or by phone</li> </ul>	<ul style="list-style-type: none"> <li>● <b>7 hours</b> of follow-up coaching, in-person or by phone at convenient intervals (<i>phone sessions in 1-hour increments, in-person sessions in 3-hour increments</i>)</li> </ul>	<ul style="list-style-type: none"> <li>● <b>8 hours</b> of continued private coaching by phone or in-person at convenient intervals over a 3 to 6 month period (<i>phone sessions in 1-hour increments, in-person sessions in 3-hour increments</i>)</li> </ul>
<i>Debriefing, Review &amp; Reinforcement</i>	<ul style="list-style-type: none"> <li>● Debrief candidate's progress with manager or sponsor (<i>in-person or by phone</i>)</li> </ul>	<ul style="list-style-type: none"> <li>● Follow-up interviews with stakeholders</li> <li>● Debrief candidate's progress with manager or sponsor (<i>in-person or by phone</i>)</li> </ul>	<ul style="list-style-type: none"> <li>● Follow up interviews over the course of project with manager, sponsor and/or other stakeholders (<i>in-person or by phone</i>)</li> </ul>
<i>Report of Results</i>		<ul style="list-style-type: none"> <li>● Written report documenting progress and outcomes of the coaching</li> </ul>	<ul style="list-style-type: none"> <li>● Written report documenting progress and outcomes of the coaching</li> <li>● Plus recommendations for future leadership development</li> </ul>
<i>Package Price</i>	<b>\$ 5,500*</b>	<b>\$ 10,500*</b>	<b>\$ 15,500*</b>

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