

## 2024 Description of Services for PDM Training & Team Communication Consulting for Mission

The first step is to choose to start with President/Principal Coaching, PDM Training or Consulting



### Principled Decision-Making (PDM) Training Path

**Fundamental PDM Training:** In 3 two-hour sessions learn to:

1. Make principled decisions
2. Speak the PDM language
3. Build character strength
4. Practice clarity of mission

**Enhanced PDM Training (builds on Fundamental Training):** In 5 two-hour sessions:

1. Practice the fundamentals until you can't get them wrong with mastery tools from Alex Havard himself (detailed temperament action planning guide, videos, and workbooks).
2. Deepen your understanding of the relationship between your temperament & character
3. Build an *Authentic Leadership Sheet* & use it with a *Self-Feedback Tool* to increase accountability and close your authenticity gap

**Advanced PDM Training (builds on Enhanced Training):** In 8 two-hour sessions:

1. Practice using your *Authentic Leadership Sheet* & *Self-Feedback Tool*
2. Deepen your understanding of the relationship between the virtues unique to leadership – magnanimity & humility
3. Build a *Service & Greatness Tracking Tool* to increase accountability even further and become a Truth Seeker. **Truth Seekers are equipped to achieve Authentic Leadership**

### More Principled Decision-Making Training & Programs

**Group Accountability Coaching:** Monthly one-hour sessions with an All-Star Accountability Coach, as well as access via email between coaching sessions.

**Specialty Topics:** These trainings are deep dives into topics covered in the PDM training to build subject matter expertise. The topics include Strengthsfinders training and book training (Free Hearts, Joan of Arc, etc. by Alexandre Havard).

**Strategic Plan for Life:** Strategic plans work for individuals just like they do for organizations. The Strategic Plan for Life combines the work product produced in PDM training and accountability coaching with a personal/professional/spiritual 2-year strategic plan and 1-year action plan.

**Design of a PDM Training Program:** Creation of a Baseline Report through observation, research, surveys & interviews to identify qualitative and quantitative issues. Once the baseline and measures of program success are established, the educator hiring for mission and performance review process as well as the student PDM training program is designed in collaboration with the school client.

**Student Training Program:** A 3 phase program that's executed over 3 semesters.

**Semester 1:** Faculty core team training (Enhanced Training + Monthly Accountability Coaching by ALF Guide for 4-6 team members).

**Semester 2:** Broader faculty team training (Enhanced Training + Monthly Accountability Coaching by core team members for 8-12 other team members).

**Semester 3:** Installation of a 1-to-6-year program for students as young as 7<sup>th</sup> grade through 12<sup>th</sup> grade. Examples are available upon request.

**Monthly Accountability Coaching, 12 monthly sessions up to one hour + weekly 15-minute check-ins:** This service is used a la carte for support during and after the implementation of the student program and for continued personal growth.

**On-demand Support via Email for 1-year:** This service is used a la carte for support during and after the implementation of the student program and for continued personal growth.

**License fee per student for 1 year - to use materials, receive updates, and school leader access to the Truth Seekers platform:** This fee supports program updates and expansion of materials for training as well as organizational accountability for continued growth.

**Onsite Guide/Coach Daily Rate:** For example, for remote clients, an onsite coach is recommended for 2 of the 8 Enhanced Training sessions to establish and sustain the relationship between the coach and the training participants, as well as during the organization's program implementation as needed.

### **Communication Consulting**

**Communication Program Design:** Creation of a Baseline Report through observation, research, surveys & interviews to identify qualitative and quantitative issues. Once the baseline and measures of program success are established, the communication program is designed in collaboration with the client. It includes establishing purpose/mission/goals, an accountability org chart, job descriptions, core processes mapped-out, and meeting process.

**School Communication Program Consulting:** Consultant runs the Ninety app implementation on behalf of the school leader, while building capability of a client team member to replace consultant.

**School Decision-Making, Communication & School Leader Support (Retainer):** Up to 2 hours/month of light & nimble support to keep growing, independent of decision-making training & communication consulting described above. The Authentic Feedback Loop is a true 360 that includes stakeholders from all your vocations. It's the highest form of accountability for personal growth and is executed 2-3x/year with the support of a coach.

