

Organizational Coaching Package Options



Tutum Leadership Coaching

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ORGANIZATIONAL COACHING OPTIONS				
<i>Please note: all workshop times and duration are based on each organization's custom needs and time allowance.</i>	CULTURE TRANSFORMATION PACKAGE	'DOES STRENGTHS FIT US?' PACKAGE	STRENGTHS FOR A "MEAL" PACKAGE	STRENGTHS FOR A "SNACK" PACKAGE
Capacity	Up to 200 Participants	Up to 100 participants	Up to 75 participants	Up to 50 participants
Time Investment	3 months	1 month	3 days	1 day
TLC Power Pack Reports	Included	Included	Additional \$50 per participant	Additional \$50 per participant
50 – minute Individual Coaching Session	3 sessions per participant	1 session per participant		
100 Level Mastermind (CliftonStrengths® Level Set)	•	•	•	
400 Level Mastermind (Strengths Based Leadership)	•			
'My Strengths' Workshop	•	•	•	•
'Powerful Partnerships' Workshop	•	•	•	• Condensed version
'Our Strengths' Workshop	•	•	•	• Condensed version
'Our Strengths in Action' Workshop	•			
Onboarding Support (contract extension)	•			

Always with the end in mind, our ultimate objective is to ensure we co-create and implement sustainable systems and structures that are built to last, sustain the test of time, and support continued growth. We want the work we do with you and your team to far out last the creation and implementation portion of our partnership. This is why we teach you and your team to fish, rather than give you enough fish to meet the immediate hunger for change.

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WORKSHOP & MASTERMIND DESCRIPTIONS

100 Level Mastermind (CliftonStrengths® Level Set)

We will establish the foundational 'blocks' of CliftonStrengths® knowledge so you're equipped for a beautiful and transformational journey: your CliftonStrengths® journey. Completing the CliftonStrengths® assessment prior to the session is beneficial, but not mandatory.

400 Level Mastermind (Strengths Based Leadership)

Throughout this mastermind, using our 'leadership lens', we'll explore how to create a strengths-based culture, both at work and on the home front. Research shows when we work and live from a place of strengths, productivity, engagement, and happiness all increase – who doesn't want that?!?! We all have the capacity for leadership, no matter your title or lack thereof, so this Mastermind is for everyone. Completing the CliftonStrengths® assessment prior to the session is necessary for a comprehensive learning experience.

'My Strengths' Workshop

Using each team member's individual CliftonStrengths® assessment results, this workshop focuses on what each individual brings to the team through their strengths. In this session, participants learn what it means to work in the 'Strengths Zone' and how to use strengths to maximize individual potential.

'Powerful Partnerships' Workshop

Throughout this session, team members learn to appreciate the strengths and valuable contributions that each person brings to the team. This understanding of others is the foundation for building effective, interdependent partnerships.

'Our Strengths' Workshop

Using the Team Strengths Grid, this team session helps team members know and appreciate their collective talents and strengths on a deeper level.

'Our Strengths in Action' Workshop

Now that a deeper understanding of strengths has been established, this session focuses on aiming the team's energy on how to best harness, leverage, and apply the new found understanding of self and each other through the application of strengths-based development and culture transformation.

FREQUENTLY ASKED QUESTIONS (FAQ)

What is the CliftonStrengths® assessment?

It is an assessment that measures your talents – your innate way of being – and categorizes them using the 34 CliftonStrengths® themes. This [resource from Gallup](#) offers more details about the assessment itself.

How old do you have to be to take the CliftonStrengths® assessment?

The assessment can be taken as early as 17 or 18 years of age. There are versions available for younger participants.

Is this like the StrengthsFinder® assessment?

Yes. The StrengthsFinder® assessment was renamed the CliftonStrengths® assessment in honor of Don Clifton who created the assessment.

If I took it once, should I take the CliftonStrengths® assessment again?

Unless you have experienced a major life-altering event since the first time you took the assessment, no. It is best to complete the assessment only once as there is survey bias if taken multiple times by the same person. If you have taken it multiple times, it's best to use your first results.

What is a TLC Power Pack Reports?

The Tutum Leadership Coaching (TLC) Power Pack Reports are a set of custom made individual and team reports using the Cascade Strengths Reports tool. They help streamline the valuable information throughout Gallup's Signature Theme Report (Top 5), Strengths Insight Guide (Top 5), Theme Sequence Report (Full 34), and the CliftonStrengths 34 Report.

Will Cara coach all private sessions?

As Tutum Leadership Coaching clientele grows, Cara will ensure all private coaching sessions are conducted by experienced Gallup Global Strengths Certified Coaches, the same coaching credentials she has earned.

What if we only want private coaching sessions?

Great! Please refer to the 'Individual Coaching Package Options' document for all private coaching options.

Can we have one department at a time receive coaching rather than the entire organization at one time?

Absolutely.

Do you have a 'Lunch and Learn' option?

Yes! Please email Cara at cara@tutumleadershipcoaching.com to set up a day and time for the 'Strengths Introduction' Lunch and Learn session.

Can the full day 'Strengths for a Snack' coaching package be split up into two half-day sessions?

Yes, this is an option. It is best to schedule both sessions within one month of each other to afford participants a higher probability of recall from the first session to the next.

Do we have to be located in North Carolina to work with you?

Not at all. Virtual options are available and if in-person facilitation is preferred, travel expenses are added to the total fee.

What if we can't get everything in during a calendar month if we choose the 'Does Strengths fit us' package or the three months allotted for the 'Culture Transformation' package?

The 'Time Investment' stated in the package options chart is most ideal. However, Tutum Leadership Coaching will work with you and your organization to ensure you benefit from the full coaching experience as described in the services offered throughout your coaching package of choice.

What if we agreed to one package option, but we want to add on other sessions because the first sessions made such a positive impact?

Absolutely, this option is available. Please afford Tutum Leadership Coaching 2 to 4 weeks notice of preferred additional coaching services so all schedules have sufficient time to accommodate accordingly.

What if we have a full team reorg and the original team intended for the coaching sessions is no longer a team?

Tutum Leadership Coaching will do everything in our ability to honor coaching services for every member of the team, even if they transition to a new team within the organization. Private coaching and Power Pack services can also be reallocated to new team members should changes occur.