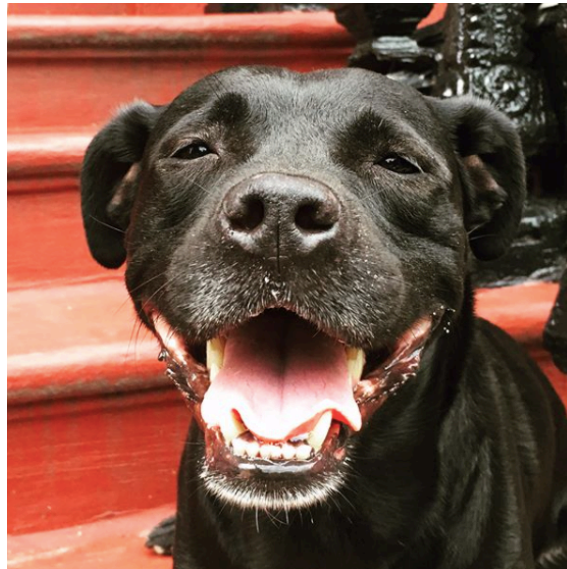




Contracting with an organization

About me: Dom Mas



AGENDA

1. The initial meeting with the decision-maker
2. Sending a proposal
3. Negotiating
4. Logistics / organizing the sessions





Initial Meeting

Understanding the organization

- Culture
- Values
- Context



Initial Meeting

Understanding the participants

- Needs
- Growth
- Challenges
- Previous experiences at the organization
- AI

Writing Your Proposal

- Your organization's philosophy of coaching
- Program objectives
- Program structure:
 - Before sessions begins
 - During the program
 - After sessions end



EXAMPLE

Program objectives

- 1) Deepen the application of skills covered in the content pillar
- 2) Foster meaningful relationships through peer support
- 3) Learn and practice coaching skills in a safe environment
- 4) Develop self-awareness for behavior change

EXAMPLE

Program structure

Before sessions begins

60 minute kick-off orientation for each cohort (25 participants each quarter) covering:

- Understanding stages of team / group development
- What coaching is and isn't
- Key coaching skills (Asking powerful questions + Active listening)
- Co-creating psychological safety in groups
- Onboarding form
- 1:1 sessions

EXAMPLE

Program structure

Coaching Sessions: 8x 60 minute sessions per group

Offer a high level diagram of how sessions might build on each other

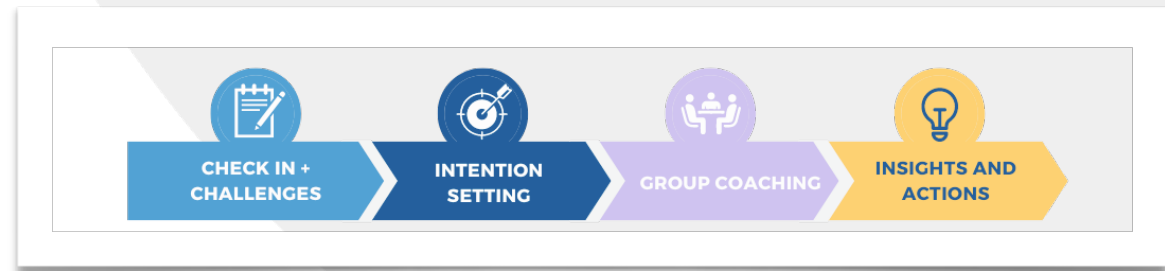


EXAMPLE

Program structure

Coaching Sessions Structure

Offer a high level diagram of how you structure your sessions



EXAMPLE

Program structure

After coaching ends

- 45 minute celebration for each cohort (25 participants each quarter)

Writing Your Proposal

- Measuring growth
- Confidentiality
- Participation
- Coaches
- Investment



BREAKOUT

- I used to think... Now I think...
- So far, what is an important takeaway for you?
- What's a question that's coming up for you?



Negotiating



- BE GENEROUS
- WORK WITH THE CLIENT
- FIND CREATIVE SOLUTIONS
- SET BOUNDARIES



LOGISTICS AND GETTING STARTED



CONTACT US

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In each cohort, we offer two BIPOC scholarships that cover half of the tuition fee and are allocated on a first come first served basis.

We don't require any extra steps to benefit from the scholarship and we trust that those who ask for it need it.

Questions?



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"Create Impactful Group Coaching Programs"

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