

HOW MUCH IS DEVELOPMENT COACHING?

A great bottom line and often asked question! Although you can scroll down to the bottom of this document to find out exactly how much my programmes are, perhaps the best way might be to dip your toe in the water first and have a FREE 30 minute telephone consultation with me to discuss your needs.

As your development coach I will help you to achieve the dreams which you already have - or help you to create a vision for your personal / work life which can then be translated into reality. This is usually done in a weekly one-to-one situation over the telephone for a minimum of 4 weeks. All that is required is a maximum of 1 hour where you feel you can talk without being interrupted.

However, for certain clients who live within, or near to the county of Norfolk (UK), face to face sessions (or a combination of the two methods) can be held - in a mutually agreeable setting. This would normally be at the your place of work or in a neutral setting.

I do this by:

- listening carefully during our sessions
- asking reflective but appropriate questions
- helping you tease out resources and ideas you may already have (but perhaps were not aware of)
- raising your creativity levels and your confidence to work towards your goals
- raising your self awareness and then feeding back the information to you in a sensitive and constructive manner
- helping you draw up a feasible action plan containing some specific steps to do on the path to realising your goals
- remaining detached but supportive and encouraging at all times
- providing you with challenging and objective 'food for thought' where necessary
- being totally non-judgmental of you as my client;
- holding up a metaphorical mirror to help you see issues and broader perspectives that may be holding you back from living the life you really want to live;
- helping your reach your fullest life potential
- being totally honest if I do not seem to be able to help you with any of the issues you raise

Development coaching can benefit you if you feel:

- overwhelmed by work - or life in general
- ambitious and determined to move up the 'career ladder'
- 'stressed-out'
- deserving of more from your life or work
- in need of making a life or career change
- bored and 'stuck'
- shy and lacking in confidence
- you need to achieve a more balanced and satisfying lifestyle;
- you want to enhance communication with others in the work place.

Why do I need a 'coaching contract' - and how do I pay for development coaching?

Should you wish to proceed with development coaching following my initial free telephone consultation then a 'contract' will be issued stating the following:

- Agreed initial length of time;
- Agreed length of sessions and period of time between sessions;
- The agreed cost - payable in advance, monthly;
- The major issue/s which the client wishes to focus on;
- What the client can expect from the coach;
- What the coach requires from the client.

Two copies are then sent to you via email (unless meeting for one-to-one development coaching) - both signed by me. One of these will be returned back to me signed by you prior to the next agreed session, along with a cheque for the first month's payment. For a range of telephone or face-to-face programmes please see below.

Telephone Coaching

With telephone development coaching sessions I TELEPHONE YOU FREE OF CHARGE to a landline (but not a mobile number), anywhere in the UK (daytime or evening). Development coaching is extremely effectively over the telephone (I have coached and written about this method with some of those people who I have never actually met).

As your development coach, I help and support you until you successfully reach your particular outcome. If you are prepared to work with me and are serious about changing your life, we will reach the goals that you set in the time-frame that we agree, whether this be in a few weeks or a few months. This is because we only look at possibilities that have been carefully thought out and that you realise are within your own capabilities. As a result, you transform your life far more easily than you ever thought possible.

So what is the cost?

First we have a chat on the telephone, or face-to-face, to get a sense of how we interact. If we decide to go ahead, we arrange some sessions.

Courses generally last from 4 to 24 weeks with reviews after EVERY FOUR SESSIONS.

My fee for ONE development coaching telephone session is **between £45.00 and £75.00** dependent on the duration of the programme you select but which there is a minimum of four sessions.

Between the weekly sessions, I offer email support, as required, at no extra cost.

My guarantee to you is that if you feel you have made no progress on what you wanted to achieve in your personal / work life I will refund you any monies you have paid, I am that confident I can support you. But don't believe me see what the newspapers have said.....

The Sunday Times

"Evidence of the value of life coaching is mounting. According to a study by the International Personnel Management Association, ordinary training ..increased productivity by 22% while training combined with coaching increased productivity by 88%."

The Daily Telegraph

"If the 1980s put therapy on the map and the 1990s complementary medicine, this decade will surely see life coaching make it into the big time. If counselling is about exploring emotions, coaching is about taking action. Coaches may be interested in what stops you changing your life but they don't want to know why you feel that way - only what you intend to do about it."

The Daily Mail

"The life coach is becoming one of the greatest aids to modern living. As the pressures on our time increase, these self-development experts can teach us how to re-prioritise and realise our potential."

"More and more people are employing a professional to help them get their lives under control and finally achieve everything they want."

Independent on Sunday

"Coaching deals with all areas of life, professional and personal -it's not just for people with problems - but for those who want to do what they can do even better."

Financial Times

"Coaches act as a mirror, helping people to work out what they want, what they are good at, what they are bad at, where and how they can improve."

She

"We all want more time for ourselves, success, happiness, money - but few of us know how to move towards those things. Coaching helps you get results fast."

INDIVIDUAL DEVELOPMENT COACHING RATES (2011)

No obligation 30 minute telephone session to decide if coaching is for you.

Contact John Driscoll info@supervisionandcoaching.com to arrange a mutual date/time.

TELEPHONE COACHING (minimum 4 sessions)

Swallowtail Programme @ £300.00 (£75.00 per session)

4 x 60 minute weekly or fortnightly sessions + e-mail support

Peacock Programme @ £240.00 = (£60.00 per session)

4 x 45 minute weekly or fortnightly sessions + e-mail support

Admiral Programme @ £180.00 = (£45.00 per session)

4 x 30 minute weekly or fortnightly sessions + e-mail support

FACE TO FACE COACHING (minimum 4 sessions)

Norfolk (UK) area only...further distances in UK or group coaching negotiable

Monarch Programme @ £85.00 + travelling expenses per session

1 x 60 minute weekly or fortnightly sessions + e-mail support

OPTIONAL MAINTENANCE COACHING PROGRAMME

When you have successfully completed a programme of four development coaching sessions, for an additional £150.00 you can receive a further 30 minute telephone session of development coaching each quarter (3 monthly) for a maximum of 12 months in order to review your progress and keep you on track. Alternatively, you can continue with your existing arrangements.

Please note that if there have NOT been any demonstrable outcomes during your initial four session development coaching programmeall monies will be refunded in full.

Please kindly note all coaching fees to have been paid at least 48 hours prior to commencing the programme.