



**personologie**

Align on Purpose **TRANSFORM** Performance

**Personologie** LLC offers a comprehensive suite of **services** designed to empower leaders and organizations to achieve sustainable growth, unlock potential, and drive innovation. Our approach is tailored to meet your unique needs, offering a blend of personalized coaching, team development, and organizational consulting.

### **Services x Packages:**

**Individual Coaching:** One-on-one coaching for senior leaders to enhance decision-making, communication, and leadership effectiveness. *Engagements start at \$1000*

**Team Coaching Packages:** Coaching designed to align teams, improve collaboration, and achieve shared objectives. *Engagements start at \$5000*

**Executive Team Coaching:** Tailored coaching for executive teams and boards to enhance collaboration, align strengths, and create a foundation for long-term success. *Engagements start at \$10000*

**Engagement at Scale:** Scalable programs to guide multiple teams through organizational change, fostering engagement and effective communication. *Engagements priced individually.*

### **Delivery & Facilitation Options**

- **Virtual Delivery:** Flexible, fast-paced sessions for distributed teams.
- **Hybrid Option:** In-person sessions for deeper engagement, combined with virtual follow-ups.
- **Facilitator Support:** Comprehensive session facilitation and coach onboarding t

### **Our Approach**

We utilize a phased methodology tailored to individual or organizational goals:

1. **Discovery:** Assess strengths, gaps, and opportunities through tailored tools and analysis.
2. **Strategic Roadmap Development:** Co-create actionable strategies that align with your objectives.
3. **Implementation:** Deliver targeted coaching sessions, workshops, and consulting for measurable impact.



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**Learning and Development Topics:** Designed for leaders at all levels, these topics empower individuals and teams to maximize their potential:

- **Authentic Leadership:** Leverage personal strengths and leadership styles for greater influence.
- **Communication Skills:** Develop effective strategies for feedback, relationship dynamics, and team engagement.
- **Strategic Goal Setting:** Align organizational objectives with individual and team performance.
- **Team Building:** Foster trust, attract top talent, and enhance collaboration.
- **Well-Being in the Workplace:** Build resilience, improve engagement, and avoid burnout.
- **Performance Management:** Implement systems for evaluation and continuous improvement.
- **Succession Planning:** Develop pipelines for future leadership and talent growth.

**Organizational Consulting Services:** Our expertise includes:

- **Change Management:** Navigate transitions with effective communication and engagement strategies.
- **Organizational Design:** Align team structures with strategic goals for greater efficiency.
- **Leadership Development:** Build high-performing teams through tailored training.
- **Internal Coaching Programs:** Establish certification programs to develop in-house coaching capabilities.
- **Succession Planning:** Design end-to-end strategies for talent growth and leadership continuity.

**Engagement Options:**

**Immediate Actions for Short Terms Quick Wins:**

**All Levels**

- **Virtual Clifton Strengths Workshops:** Introduce employees to the concept and help them understand their strengths and weaknesses.
- **Manager Training Webinars:** Quick, impactful sessions to help managers engage their team effectively



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- Engagement Pulse Surveys: Regular pulse surveys and focus groups to gather feedback and start measuring right away to gather initial insights

#### **Executive Level Engagement**

- Executive Strategy Sessions: Host focused virtual meetings to align leadership on engagement strategies and org goals
- Leadership Coaching: Offer personalized coaching to help executives model engagement practices and drive cultural change

#### **Long Term Engagement Option for Sustainable Growth:**

- **Talent Assessment and Strengths Development:** Utilizing tools like Clifton Strengths Finder to identify and leverage leadership style, strengths and strategy for maximum effectiveness..
- **Strategic Goal Setting and Performance Management:** Building mindset and tapping motivation for maximum performance.
- **Communication Architecture:** Developing effective communication strategies aligned to support team engagement and organizational goals.
- **Leadership Development Programs:** Focused on building and leading high-performance teams, executive talent acquisition, and assimilation

#### **Book A Call:**

**Payment Details:** Payment terms and schedules will be included in the service agreement tailored to your project.