**Leadership Circle**

**Proposal Template**

**Leadership Circle Profile and/or Collective Leadership Assessment**

**Drafted February 2020**

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| Notes to practitioner:  This document will serve as a template for proposing your services in conjunction with Leadership Circle resources. We will encourage you to modify this document to “make it your own”, reflect client priorities and interests, and show your clear understanding of the client priorities and needs.  We also encourage a “discussion document” over a formal proposal, suggesting this is a presentation of your current thinking, to be molded and modified in partnership with your client.  This template outlines a list of deliverables. Of course, you will want to add or delete in alignment with what you intend to offer, ideally presenting solutions in the order they would be delivered. Please REMEMBER that you are delivering YOUR services (that include Leadership Circle assessments). We discourage Leadership Circle product getting higher attention over the coaching you will be offering (Please don’t let Leadership Circle features and benefits be the primary focus of your value proposition… at the expense of your experience, approach, etc.)  Any items in RED are notes to you and should be deleted when complete.  This template makes references to **brochures** for the Leadership Circle Profile and/or The Collective Leadership Assessment. Brochures can be found in LCgo! And we encourage you to include them along with the client document.  We are always pleased to offer support, whether it be program design, implementation, proposal support or pricing. We offer suggestions in pricing but encourage you to always DOUBLE CHECK the math. Please contact Mike, Gina or your Customer Care Person for clarification on current LEADERSHIP CIRCLE pricing.  Mike – [Michael.oconnor@leadershipcircle.com](mailto:Michael.oconnor@leadershipcircle.com)  Gina – [Gina.Mangum@leadershipcircle.com](mailto:Gina.Mangum@leadershipcircle.com)  Customer Care- [support@leadershipcircle.com](mailto:support@leadershipcircle.com) |

COVER SHEET:

Client Name

Leadership Assessment and Development

Your name (and logo)

Date

I am pleased to provide my recommendation and associated investment for assessing and developing leaders within CLIENT NAME.

Practitioner – Include short paragraph with anything you can about the client situation here. Relevant references to business situation, desired results, etc. (anything you know /have learned about their needs and interests.

The following outlines the key components of a proven leadership assessment and development approach. This proposal is intended to serve as a starting point to enable discussion between us. There are many options for consideration, and these options need to be balanced with organizational priorities and resource constraints, including investment and time.

# Team Assessment: Collective Leadership Assessment ™

Leaders will participate in the Collective Leadership Assessment™ (CLA). The CLA provides a powerful “MRI” of your leadership effectiveness. Used for your entire organization, or just the senior leadership team, the CLA reveals valuable data, tells you how your people view their current leadership culture, and compares that reality to the optimal culture they desire. The “gap” between the current leadership effectiveness and desired leadership effectiveness, instantly reveals key opportunities for leadership development. The Collective Leadership Assessment™ also measures how your leadership effectiveness compares to that of other organizations. A Collective Leadership Assessment™ will:

* Establish a compelling rational for change.
* Focus leadership development efforts.
* Correlate leadership to productivity, turnover, and other bottom-line metrics.

We are proposing doing one group report for the executive team and a separate report for the overall organization (Note: This is just one option), to become aware of interesting and potentially different viewpoints. Action planning and development will be focused on issues related to the collective group/CLIENT NAME overall.

*Please refer to the attached brochure for additional information on the Collective Leadership Assessment™.*

# Team Debrief Sessions

Through a series of meetings, the leadership team will explore and discuss how they are showing up collectively. They will compare the current reality with the desired future state and will commit to actions to close this gap. This process will help map a course for the kind of culture that will contribute positively to the ambitious objectives of CLIENT NAME.

Meeting 1 (debrief) – 3 hours

Meeting 2 (follow up) – 2 hours

Meeting 3 (follow up) – 2 hours

# Individual Assessments: The Leadership Circle Profile™

***Effective leaders outperform ineffective leaders every time***

Developing effective leaders within any organization starts with giving each leader a comprehensive and easy to understand picture of how their closest coworkers currently experience their leadership. A true breakthrough among 360-degree assessments, the Leadership Circle Profile™ provides this picture better than any other instrument available today. The survey is administered online and is the first to connect a well-researched battery of competencies with the underlying and motivating habits of thought. It reveals the relationship between patterns of action and internal assumptions that drive behavior.

Ultimately, the comprehensive results provided by the Leadership Circle Profile™ quickly and clearly highlight how improvement in one or two leadership qualities can have an exponential impact on the leader’s effectiveness.

The Leadership Circle Profile™ assessment will survey each leader’s boss (boss’s boss is optional), peers, direct reports, and others about their perception of the individual’s leadership. It’s a powerful insight that provides the whole picture of a leader. Unlike other 360**°** assessments, the Leadership Circle Profile measures two crucial leadership domains – Creative Competencies and Reactive Tendencies and integrates information in a way that the key areas for development and strengths rise to the surface. Ratings for each leader on competencies and tendencies are reported in terms of their comparison to our global statistical database.

The Leadership Circle Profile™:

* Accelerates Development -- Instantly reveals key opportunities for your leader’s development without requiring reading through reams of documentation. The Leadership Circle Profile enables a leader to start with a targeted breakthrough focus, rather than spending months trying to reach one.
* Is more than just an assessment -- The rich theoretical underpinnings of the profile provide a pathway to transformation. No other tool offers this.
* Seasoned consultants and coaches consistently report that Leadership Circle Profile enables them to have their most productive sessions. They agree it is the most powerful 360 for leadership, while being remarkably easy to use and to understand.

By deploying the Leadership Circle Profile™, CLIENT NAME will receive a faster return on the investment you are making in your leaders because the instrument drives a more focused development plan and quicker results. Our many clients will attest to this.

*Please refer to the attached Leadership Circle Profile brochure for additional information.*

# Ongoing Coaching and Development (per Individual Leader)

Ongoing coaching and development will occur at the individual and –or the group level.

Individual Leadership Circle Profile Debriefs will last 90 minutes and are designed to help each leader get the most from their Leadership Circle Profile™ feedback. The Debrief will help the leaders accept their results while discovering the discrepancy between self and other perceptions. This session lays the groundwork for each leader to be more open to coaching and development.

As part of their ongoing coaching, leaders will identify those areas for development that will have the greatest impact on their leadership and then craft an individual Leadership Development Plan. These plans are shared with key supporters and reviewed during each coaching session for progress or course correction.

The basic concept is that people have the power to create their lives just as they want them to be – consistent with their vision. The process starts with creating a vision. This typically involves objectives that reach into both the leader’s business and personal environments. Next we help them become clear on the current reality. This is greatly influenced by the feedback from the Leadership Circle Profile. The gap between the leader’s vision and their current reality is the structure of Creative Tension. There are three ways that Creative Tension can be released. One is to relax and let go of the vision, so that they are left with only current reality. Second, they can deceive themselves about the current reality by denying, ignoring, distorting, or misrepresenting it – leaving them with vision but no structure to create it. Third is to create the vision they want to achieve. It is this third way of releasing Creative Tension upon which the leader and coach will focus during their coaching sessions.

Behavior change is required to enhance leadership. Behavior change is hard work and progress takes time. We recommend x months of coaching at a minimum. This allows enough time for the leader to work through the ups and downs of development.

# Ongoing Team Development

A recommendation for ongoing development will be offered after determining team and individual development targets. The ***Leadership Circle Profile Group Report*** as well as organizational competencies can also serve in support of a Needs Analysis***.***While too early to offer suggestions now, I imagine ongoing development where participants will:

* Gain deeper insight and awareness of their internal “operating system” and its impact on organizational results.
* Have a greater ability to engage authentically and effectively within CLIENT NAME.
* Increase capability to lead consciously and authentically.

# Benefits

CLIENT NAME leaders will benefit from:

* Better preparation to confront challenges, both personnel and operational
* Visibility to the leadership actions that drive results and impede their results
* Greater focus and productivity from themselves and their direct reports
* Greater ability to create an inspired culture in their part of the organization and to positively enhance the culture of the overall organization
* Greater ability to engage effectively with their direct reports, peers, boss and internal and external customers

# Proposed Solution and Investment

# (CONSULTANT – see pricing rational in red below)

*CONSULTANT –*

*Please double check all my math, by reviewing the most current pricing.*

*Examples below are mock ups…. Adjust as needed.*

*The LEADERSHIP CIRCLE PROFILE(360 Individual Assessment) Cost to you is $290.00 USD per leader (for digital materials), or $340.00 USD (hard copy) + shipping (so say $370.00 USD). We recommend you charge client $500.00 - $550.00 USD per leader.*

*Collective Leadership Assessment is only available in digital copy, with a cost to you of $300.00 USD for first 10 in a group. We recommend you charge $750.00 USD.*

*An additional cost of $20.00 USD to you for each additional participant, and we encourage you to charge an additional $60.00 USD per additional participant.*

*Practitioner is responsible for the administration of the project through their password protected access to the TLC Project Center..*

*Contact the Leadership Circle if you are interested in us doing the administration for you (additional charge).*

*NOTE: This pricing reflects ONLY the cost of the assessments. Your coaching, consulting time will be additional.*

*NOTE: It is possible you also have an interest in using a Leadership Circle Mat. Please contact us for purchase options.*

# In Appreciation

I am honored to be considered by CLIENT NAME for this important work. I look forward to discussing this with you further and am available to answer any questions you may have and discuss next steps.

CONSULTANT

CONSULTANT Signature

February XX, 20XX