

EQUITY THROUGH ACTION

Coaching Guide



www.equitythroughaction.com

Why Work With ETA?

- We help clients **connect to their leadership development potential**, and support them as they clarify their goals.
- Our goal is to offer a space based on **trust, confidentiality, non-judgment**, and **deep listening**.
- We believe the client is the expert in their experience; the coach is the expert in facilitating inquiry. The client interprets their own situation and can find their own answer. **We guide**.
- We focus on what is blocking the client from their vision of effective leadership.



Coaching Types

Functional Coaching - Emphasizes how you **lead tasks** and what **behaviors influence** how you get things done and **communicate** with others.

SESSIONS FOCUS ON:

Developing and applying tools, knowledge, skills to identify best practices, behaviors, and actions that reinforce effective leadership and managing others.

TOPICS MAY INCLUDE:

- Self-Awareness
- Inclusive Leadership
- Addressing Power Dynamics
- Managing Up
- Goal Setting
- Conflict Resolution
- Decision Making
- Interpersonal Communication



Coaching Types

Transactional Coaching - Focuses on **actions**. It's about **performance**.

Results from transactional coaching are focused more on **short-term actions**, options to explore achievement of desired goals and improved performance. It largely involves working with another person to help them develop clearly self-set goals, which are then pursued to success.



Coaching Types

Transformational Coaching - Focuses on the person and integrates the science of Positive Psychology with the theories of transformative learning. It is designed to **increase awareness** and **deepen the learning experience**, creating a powerful shift in thinking to enable a deep and sustainable positive change. The focus is to implement changes that will impact the person holistically.



Pricing:

Individual Coaching	Price
3 - 50 minute sessions	\$1,500
4 - 50 minute sessions	\$2,000
5 - 50 minute sessions	\$2,500
6 - 50 minute sessions	\$3,000
7 - 50 minute sessions	\$3,500
8 - 50 minute sessions	\$4,000
9 - 50 minute sessions	\$4,500
10 - 50 minute sessions	\$5,000
11 - 50 minute sessions	\$5,500
12 - 50 minute sessions	\$6,000

Pricing:

Small Group Coaching (2 to 5 Individuals)	Price
3 - 50 minute sessions	\$2,250
4 - 50 minute sessions	\$3,000
5 - 50 minute sessions	\$3,750
6 - 50 minute sessions	\$4,500
7 - 50 minute sessions	\$5,250
8 - 50 minute sessions	\$6,000
9 - 50 minute sessions	\$6,750
10 - 50 minute sessions	\$7,500
11 - 50 minute sessions	\$8,250
12 - 50 minute sessions	\$9,000

Pricing:

Large Group Coaching (6 to 10 Individuals)	Price
3 - 50 minute sessions	\$4,500
4 - 50 minute sessions	\$6,000
5 - 50 minute sessions	\$7,500
6 - 50 minute sessions	\$9,000
7 - 50 minute sessions	\$10,500
8 - 50 minute sessions	\$12,000
9 - 50 minute sessions	\$13,500
10 - 50 minute sessions	\$15,000
11 - 50 minute sessions	\$16,500
12 - 50 minute sessions	\$18,000