



*At Women's Leadership Coaching Inc, we assist women to realize their full potential as leaders.*

### **PROPOSAL FOR INDIVIDUAL LEADERSHIP COACHING**

**The following proposal is an explanation of the foundation, process, expectations, and benefits of a 6-month leadership coaching program through Women's Leadership Coaching Inc. We have coached thousands of women to advance their leadership careers and produce unprecedented results for their organizations. You are receiving this proposal because a high-potential woman in your organization has identified the desire to take her leadership skills to the next level. We sincerely hope we will be able to work with her to do so.**

Women's Leadership Coaching has interviewed over 1,000 women about their career and leadership aspirations, the leadership skills they want to develop, and roadblocks faced. Having logged thousands of hours over twelve years of coaching professional women we've devised a practical and effective system now used by hundreds of women worldwide to build leadership skills, confidence and presence, in order to achieve business and career objectives.

### **PROGRAM OBJECTIVES**

In the Leadership Coaching Program, coach and coachee partner to:

- Focus on achieving six-month career and leadership goals
- Use assessments to understand leadership strengths and communication style
- Create a custom plan: a 'roadmap' to the goals
- Discover and practice new leadership skills
- Resolve situational roadblocks that may emerge along the way.

The initial objectives for a coaching engagement are based on goals that are established in the first coaching session. From there, a process is followed as outlined below.

## THE COACHING PROCESS

In partnership with their coach, coachees utilize the *G-R-I-P* model. This unique approach allows for the achievement of breakthrough goals in business and career while developing new leadership skills, and resolving situational roadblocks that may emerge along the way.

**G - Goals:** The coaching program starts with a goal-setting process. The coachee will gain clarity and direction as they envision where they want to be six months from today.

Subsequent sessions focus on goal achievement.

**R - Roadmap:** In a second session, coachee and coach work together to map out a customized step-by-step plan of milestones necessary to achieve the program goals.

**I - Ideas:** In subsequent coaching sessions, coachee and coach brainstorm ideas, learn proven leadership principles and best practices, and discuss techniques other women have used successfully.

**P - Practice:** At the conclusion of every session, the best ideas become measurable action accountabilities. The coachee will be supported to build these skills until they become second nature.

In every coaching session, we measure progress against program goals, roadmap, and action accountabilities from the previous session. In addition, we typically work with women in core areas of leadership including: negotiation, change management, leadership presence, effective management skills, time-management, communication, conflict resolution, motivating employees, personal branding and the like. The coaching engagement typically includes two one-hour calls or meetings per month, as well as email check-ins and occasional phone check-ins as necessary.

## WHAT TO EXPECT

In the first 6 months of coaching, the focus is on achieving program goals, while strengthening critical leadership and communication skills:

- ❖ Focus on goal achievement, using the G-R-I-P model
- ❖ Discover and practice new leadership skills
- ❖ Overcome personal barriers and situational roadblocks.

Many of our clients continue with coaching beyond their initial six-month engagement. Ongoing coaching brings continuous improvement, as the coachee:

- ❖ Takes on and achieve higher level professional goals
- ❖ Continues developing leadership strengths.

## BENEFITS

Graduates of our coaching programs consistently report the following outcomes:

- ❖ Improved leadership skills, confidence and presence
- ❖ Achievement of 'stretch' goals, and business results
- ❖ Improved ability to persuade, influence and negotiate for results
- ❖ Greater voice and visibility
- ❖ Enhanced authority and credibility
- ❖ Greater recognition and reward for accomplishments
- ❖ Career advancement, including promotions, and higher level projects
- ❖ Enhanced organizational awareness and ease with navigating politics.

## KIM ZILLIOX, MA, MBA, CPCC



### **Senior Executive Coach and Vice President, Leadership Development**

Kim has nearly 20 years of leadership development experience in executive coaching, training, sales, management, and career development counseling.

Kim brings with her a wealth of knowledge around leadership effectiveness, talent development, team building, change management, employee engagement, culture, and goal achievement. Kim specializes in working with leaders to be successful in leading organizations and teams to achieve the highest results possible in today's challenging transitional business environment.

Kim's current and past clients include Yahoo!, Google, Cisco, Intel, Apple, Oracle (& Sun), Symantec, Synopsis, Medtronic, Kaiser, CompHealth, Vocera, Barclay Global, HP, PHI, and National Semiconductor. Kim has successfully coached numerous individuals and teams to unsurpassed results; and has created and led experiential team building, leadership, change, culture, accountability, communication, emotional intelligence, and sales seminars across the country. She has spoken at various organizations across the country including Cisco, Intel, Oracle, and at various conferences and Universities. She creates and leads webinars for senior and emerging leaders on an ongoing basis through partner organizations.

At Stanford University's Positive Coaching Alliance, Kim managed the trainer organization and grew it by over 200%. She led workshops that have impacted over 10,000 young athletes to improve performance, increase confidence, and increase enjoyment.

As a sales director at Frontier Communications, Kim trained and coached sales representatives in the art of selling and how to reach tough goals. Kim knows how to produce successful sales results and as a sales person herself, performed consistently in the top 10% in the country, winning numerous awards.

A sought after career counselor at Santa Clara University, Kim worked with hundreds of students in all elements of the career transition process. She specializes in coaching through the interview process, using assessments to help individuals know more about their strengths and weaknesses, and in bringing out maximum leadership potential in others.

Kim earned an M.B.A. from UC Irvine, an M.A. in Counseling from Santa Clara University, and a B.A. in Psychology from UC Santa Barbara. She is a Certified Coach through the Coaches Training Institute, is qualified in the MBTI and Strong Interest Inventory; is certified in the Lominger 360; and an expert in the DiSC instrument and StrengthsFinder. Kim has been an advisor to California Career Development Association, and her association affiliations include SBODN, ASTD, and BAAPT.

## PARTIAL CLIENT LIST

Current coaching clients include women in executive and management positions for the following organizations:

BearingPoint | Boeing | Cisco Systems | Dell | Hewlett-Packard | IBM | Integro Insurance Brokers | Intel | Juniper Networks | Kaiser Permanente | MorningStar | National Semiconductor | Northrop Grumman | Oklahoma Gas and Electric | Oracle | Pacific Gas and Electric | Yahoo! Inc | And numerous other organizations in the technology, finance, health, and non-profit sectors.

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## FEES FOR COACHING

Fees for a six-month coaching program are:

<b>Coaching for an Individual Contributor or a Manager:</b>	\$750/month
<b>Coaching for a Director or Senior Director:</b>	\$800/month
<b>Coaching for a Vice President or above:</b>	\$850/month

The monthly fee for coaching is billed at the beginning of the coaching month and includes two 1-hour coaching sessions, a complete curriculum of leadership competency development, necessary phone and email support in between sessions, up to two check-ins with a corporate sponsor, manager or mentor to incorporate performance feedback and the organization's goals, monthly availability for in-person sessions based on location, and one assessment (MBTI, Strengths, or Emotional Intelligence).

Additional assessments are available if desired at an approximate cost of \$50 per assessment.

## GETTING STARTED

Once approval is received, we will begin the coaching process and establish billing to either a credit card or against a PO number. If you have specific questions, please do not hesitate to contact me.

I look forward to establishing a coaching partnership with you to support your committed female leader!

My best to you,

**Kim Zilliox, MA, MBA, CPCC**  
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