



LWCA designs, facilitates, and reinforces *measurable* development programs that move leaders and managers from blind spots to action.

Three Phases of Our Retainer Engagements

Now

Your Organization

Benchmark & Plan

LWCA conducts 3 assessments of your organization

- Culture
- High-Performing Organization
- Employee Engagement

Identify areas of concern and needs to be addressed

Establish benchmarks

Develop simple action plans and

Define success criteria

With LWCA's guidance and support

Retainer engagement

- 3 months
- \$3,000 - \$5,000 per month
- Includes the three assessments of the organization, consulting to interpret the results, and action planning
- You retain all the data collected, reports, action plans
- 3 payments -- 50% upon signing, 25% when last assessment closes, and 25% when report is delivered

Next

Individual Leaders & Managers

Insights & Improvements

Share the plans with the team

Increase the effectiveness and impact of leaders and managers

LWCA works with your leaders and managers to discover and address their leadership blind spots with some or all of these tools:

- LWCA® Workshops
- 24 LWCA self-assessments
- Everything DiSC® profiles & workshops
- Everything DiSC Productive Conflict workshop
- Genos Emotional Intelligence assessments and workshops
- Five Behaviors of a Cohesive Team™
- 360 feedback
- Client loyalty assessments
- One-on-one and group coaching

Subscribe to Engagement Multiplier

To measure and visualize the impact the plan and programs are having on employee engagement (\$50 per employee per year)

Retainer engagement

- LWCA becomes your outsourced learning and development resource
- Program customized to the needs of your organization and the participants
- 6 to 12 months
- \$5,000 to \$10,000 per month *excluding* cost of third-party assessments
- Includes all workshops, coaching and consulting

Later

Reassess & Refine

Assess employee engagement every 90 days

- Using Engagement Multiplier
- Review the reports
- Create a simple action plan
- Share with the team
- Work together to put the plans into action

Solicit feedback from participants following each program

Reassess culture and high-performing organization every 15-18 months

No additional fees incurred; they are covered by the retainers.



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