

Contents	Coaching	Workshop	E-Learning	Strengthfinder Report/EQi/360 Feedback	Costs	Timescales
Xenonex Programme Cohort 1 20 Delegates	Xenonex 3 x 1:1 Coaching Coaching 1: *EQi Report & **Strengthfinder Coaching 2: 360 Report Feedback and Personal Development Plan Coaching 3: Follow up Development Plan EQi – Completed by delegate. Feedback at first coaching session. *Strengthfinder Report – Feedback at first coaching session.	Xenonex Workshop 1: Awareness & Establishing High Performing Team Behaviours Workshop 2: Accountability and Responsibility Workshop 3: Coaching Conversations	Xenonex 3 x E-learning module 1) You as a leader and manager (Month 1) 2) How to delegate effectively (Month 2) 3) Coaching Conversations (Month 3)	Strengthfinder Books supplied by Amazon 360 Feedback – supplied by Appraisal360. EQi Report – supplied by MHS	Xenonex Contract Price: 3 x half day workshops = £3000 3 x coaching sessions for 20 people = £300 x 20 = £18,000 EQ report = £45 x 20 = £900 3 x e-learning modules =£3,000 TOTAL: £24,900 (plus VAT) In addition:- Strengthfinder purchased from Amazon.20 =£179.60 360 Appraisals 20 = £1360.00 GRAND TOTAL: £26,239.60 plus VAT	<ul style="list-style-type: none"> Report to Management Board – approval of development programme and Single Supplier 10th Sept 2018 Report to Cabinet Member – approval of single supplier 19th Sept 2018 Based on approval given Cohort 1 commences Oct 2018 – Feb 2019 Heads of Service to agree who they wish to attend from their service based on a strict criteria of essential requirements
Mixed Programme with External and Internal resources Cohort 2 20 Delegates	Internal 3 x 1:1 Internal Coaching Coaching 1: *Strengthfinder Coaching 2: 360 Appraisal Report Feedback and Personal Development Plan Coaching 3: Follow up Development Plan (6 month period) *Strengthfinder Report – Feedback at first coaching session. 1 x 1:1 EQi Practitioner delivers report. Completed by delegate, feedback by EQi specialist(s)	Xenonex Workshop 1: Awareness & Establishing High Performing Team Behaviours Workshop 2: Accountability and Responsibility Karen Hickman – Yorkshire Accord Workshop 3 Coaching Conversations (in keeping with our internal coaching techniques)	Xenonex 3 x E-learning module 1) You as a leader and manager (Month 1) 2) How to delegate effectively (Month 2) 3) Coaching Conversations (Month 3 developed internally)	Strengthfinder Books purchased from Amazon. 360 Feedback supplied Appraisal360. EQi Report – supplied by MHS	Xenonex 2 x Half day workshops - £2,000 2 x E-learning modules = £2,000 Karen Hickman 1 x coaching development for internal coaches = £650.00 1 x half day workshop and additional half day development for coaches = £650.00 Summit Training EQi EQ report = £45 x 20 = £900 EQi Training = £1375.00 plus VAT In addition:- Strengthfinder 20 =£179.60 360 Appraisals 20 = £1360 GRAND TOTAL: £8,464.60 plus VAT	<ul style="list-style-type: none"> Summit Training – Certified Practitioner training for internal specialist – Various dates – Sept 2018/Oct 2018 Jan 2019 Karen Hickman delivers Internal Coaching Development for identified coaches to form a Leadership and Management coaching pool Delivers Coaching Conversations workshop – January 2019 Cohort 2 commences Feb - June 2019
Internal Resourced Cohort 3 20 Delegates	Internal 3 x 1:1 Internal Coaching Coaching 1: *Strengthfinder Coaching 2: 360 Appraisal Report Feedback and Personal Development Plan Coaching 3: Follow up Development Plan *Strengthfinder Report – Feedback at first coaching session. 1 x 1:1 EQi Practitioner delivers report. Completed by delegate, feedback by EQi specialist(s)	Internal delivered and developed internally by OD&I Team Workshop 1: Awareness & Establishing High Performing Team Behaviours Workshop 2: Accountability and Responsibility Workshop 3: Coaching Conversations	Internal (developed for MYLO) 3 x E-learning module 1) You as a leader and manager (Month 1) 2) How to delegate effectively (Month 2) 3) Coaching Conversations (Month 3)	Strengthfinder Books supplied Amazon. 360 Feedback – supplied by HBC developed internally EQi Report – supplied by MHS	Internal Strengthfinder 20 =£179.60 EQi Reports = £45.00 x 20 = £900 Officer time – delivering 1:1 EQi report Officer time – delivering 1:1 coaching Learning Pool 250 Licence E-Learning modules contract with = £3,000 GRAND TOTAL: *£4,079.00 plus VAT *this does not take into account officer time	<ul style="list-style-type: none"> Cohort 3 commences – Sept - Dec 2019 Development of E-learning Modules – April/May 2019 (Coaching Conversation already developed September 2018) Development of internal 360 Appraisal template (launched to the wider council) June 2019
Administration	Internal Coaching sessions booked with Corporate Workplace Support team	Internal Workshops recorded on Trent and booked by delegate team				

On-going ad-hoc additional costs: External resourced programme only for any staff member Head of Service and above

3 x 1:1 Executive Coaching (Strengthfinder Report and 360 Appraisal delivered at Coaching 1 & 2)
1 x EQi Assessment