



## NSBT On-Site!

One of the most valuable ways that our clients have found to utilize our services is to have our coaching services on retainer. This is not a service we have formally offered to our clients in the past as it was not something **WE** thought of. As enlightened as we think we are, our clients keep teaching us new ways to have us help them! We love it! How does it work? Here's how:

### Example Situation #1

- In 2010 Company Z has put all of their leaders through a NSBT Leadership training series geared toward ensuring all leaders have the desire, skills, tools and knowledge to lead successfully.
- After completing the series the leaders are trained but, of course, continue to have specific challenges they need additional coaching/mentoring on. This is particularly true with new leaders.
- Company Z decides to have a NSBT Facilitator on-site 2 days per month to assist in continued one-on-one leadership development. Interested leaders/managers sign up for 30 minute slots of personal time with the NSBT facilitator who is focused on helping the leader: articulate the issue, determine causes, look at the issue from all sides and design the best solution with the leader. The leader receives feedback and coaching along with ideas to help resolve the issues at hand.

### Example Situation #2

- Company X has no money for employee training, but has leaders struggling with specific issues. They also have new leaders they have not been able to train.
- Company X decides to have a NSBT Facilitator on-site 1 day per month to assist these leaders with their specific leadership concerns/issues/development. Interested leaders sign up for 30 minute slots of personal time with the NSBT Facilitator who is focused on providing mini training sessions with the leader to help them develop in the needed area.

**Client Comments About Our Retainer On-Site Coaching:**

- "I love that the leadership development is happening right on-site just in time!"  
*Manufacturing, Detroit MI*
- "We found that we received so much additional value in signing up for the retainer coaching after running a customized leadership session! The NSBT facilitator is completely focused on our specific issues." *Healthcare, Tampa, FL*
- "In this economy we do not have much of a training budget. The NSBT retainer coaching is perfect for us! We receive tailor fit help when & where we need it."  
*Service, Grand Rapids, MI*

**Areas Where Retainer Coaching is Most Valuable: (reasons why employees sign up)**

- Leadership coaching
- Employees dealing with a stressful situation (i.e., conflict, communication issues, motivation issues, etc.)
- Employees needing new direction on how to handle a situation with their boss (and do not feel comfortable talking to their boss)
- New Leader coaching when the company does not have the time to train new leaders - This is an outlet for additional growth
- Leaders/employees struggling with change
- HR needing new ideas for their internal training – how to jazz it up
- Department manager needing help with rolling out a change

**Retainer Coaching Packages: (local rates)**

	<b>Package 1</b>	<b>Package 2</b>	<b>Package 3</b>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• One 2-hour on-site visit per month</li> <li>• Follow up with participants via phone/email</li> </ul>	<ul style="list-style-type: none"> <li>• Two 3-hour on-site visits per month.</li> <li>• Follow up with each of the participants via phone/email for accountability of issue being addressed correctly</li> </ul>	<ul style="list-style-type: none"> <li>• One 8-hour on-site visit per month.</li> <li>• Unlimited emails from participants during the month</li> <li>• Follow up with each of the participants via phone/email</li> </ul>
<b>Company Investment</b>	\$1000 per month	\$2500 per month	\$4000 per month

**The Power Of Bulk Buying Applies!  
(example: Book 3 months receive 10% off total company investment)**

**Additional Retainer Coaching Notes:**

- ❖ Investment to be paid in full prior to start date
- ❖ Meeting space during coaching time to be provided by client
- ❖ Coaching is confidential
- ❖ On-site coaching scheduled one month in advance. Cancellation fees to apply
- ❖ Roundtrip mileage to be invoiced at IRS standard rate

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