

PRICING FOR SCOPE OF WORK

2024 – 2025 1:1 and Small Group
Coaching for Central Office (Non-Site)
Directors and Site Directors

Prepared by: Dr. Tanja S. Thompson

Conflict Resolution Management Practitioner
CEO, Transformational Resolution Group (TRGp)

2024 – 2025 1:1 and Small Group Coaching for Central Office (Non-Site)
Directors and Site Directors



Date: July 15, 2024

To: Superintendent Maya Woods-Cardiz
AIM School District
Oakland, CA

From: Dr. Tanja S. Thompson, CEO, Transformation Resolution Group (TRGp)

Subject: Pricing 2024-2025 1:1 Coaching and Small Group Coaching for Central Office (Non-Site) Directors and Site Directors

Scope of Work for Coach Tanja Thompson

Leadership Retreat Objective

The primary objective is for Tanja Thompson to get to know the leaders within the organization, set up in-person coaching primarily with the Ombudsman, and provide in-person small group coaching for site and central office (non-site) directors. This scope of work will outline the activities, expected outcomes, and timelines for the year.

Activities

1. Initial Engagement and Relationship Building

- **Meet and Greet Sessions:** Schedule and conduct initial meetings with key leaders to understand their roles, challenges, and goals.
- **Establish Coaching Relationships:** Focus on building a strong coaching relationship with the Ombudsman and other leaders to set the stage for successful coaching engagements.

2. Ongoing Virtual Coaching with Eric

- **One-on-One Coaching Sessions:** Set up periodic virtual coaching sessions with Director Haar.
- **Goal Setting:** Collaborate with Eric to set specific, measurable, achievable, relevant, and time-bound goals.
- **Progress Reviews:** Establish regular reviews of goal progress and adjust the coaching plan as necessary.

3. Small Group Coaching for Central Office (Non-Site) Directors & Site Directors



- **Group Coaching Sessions:** Organize virtual coaching for small groups of non-site directors.
- Address specific leadership and management challenges faced by non-site directors
- **Monthly Group Coaching:** Establish monthly virtual coaching sessions with each group, focusing on relevant leadership and management topics.
- **Peer Support:** Encourage peer support and collaboration within the groups to foster a sense of community and shared learning.

4. Ongoing Support and Evaluation

- **Resource Sharing:** Provide relevant materials, resources, and tools to support leaders' development.
- **Feedback Mechanism:** Establish a system for regular feedback from participants to ensure the coaching program meets their needs.

Timeline

- **Retreat:** Initial engagement and relationship building, establishment of coaching schedule.
- **24-25 School Year:** Continuation of coaching sessions, ongoing support, and progress reviews.

By following this scope of work, Coach Tanja Thompson will effectively support the development of leaders within the organization, driving toward enhanced leadership capabilities and stronger team cohesion.

Transformational Resolution Group (TRGp) Pricing

2024 – 2025 School Term

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| Executive Group Coaching (Non-Site and On-Site Directors) |
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You've got the raw talent in your organization. Your challenge is to develop, engage and prepare the women and men in your team for the leadership positions you need them to fill. Your employees are experts and strong contributors and would be able to contribute even more to the team with stronger people skills, conflict resolution, conflict management, mindfulness, effective listening, soft skills, emotional intelligence, and the ability to manage change, receive feedback, and lead with confidence.

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| Central Office (Non-Site) Directors (max participants 7) |
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Service Options

- ✓ **Option 1:** A 12-month group coaching program with 12 75-minute sessions
2,220.00pp x7 = 15,540.00
- Option 2:** A 10-month group coaching program with 10–75-minute sessions



1,850.00pp x7 = 12,950.00

Option 3: An 8-month group coaching program with 8–75-minute sessions

1,480.00pp x7 = 10,360

Site Directors (max participants 12)

Service Options

- ✗ **Option 1:** A 12-month group coaching program with 12 75-minute sessions
2,040pp x 12 = 24,480
- ✗ **Option 2:** A 10-month group coaching program with 10–75-minute sessions
1,700pp x 12 = 20,400
- ✗ **Option 3:** An 8-month group coaching program with 8–75-minute sessions
1,360pp x 12 = \$16,320

Executive 1:1 Coaching (Director Eric Haar)

This is business career coaching that brings immediate results. You'll feel empowered to act right away, and you'll be held accountable. In fact, your coach may have to slow you down, so you don't get too far out and fall off.

The 45-minute calls will be mixed with coaching, training, mentoring and consulting for support and accountability as determined.

Service Options

- ✓ **Option 1:** A 12-month coaching with 14 45-minute sessions: \$5,000.00
- Option 2:** An 8-month coaching with 12 45-minute sessions: \$4,285.00
- Option 3:** A 5-month coaching with 7 45-minute sessions: \$2500.00

Payment Terms:

A deposit of 25% of the total estimated cost (TBD based on options) is required upon acceptance of this proposal. The remaining balance will be due upon with monthly installment.

Contingency Clause:

An additional fee may be negotiated in case of unforeseen expenses or changes in the scope of work.

Cancellation Policy:



Cancellations made less than seven days before the event will incur a cancellation fee of 25% of the total estimated cost.

Authorization and Approval:

Please confirm that the estimated costs fall within your authorized spending limit.

I look forward to the opportunity to contribute to the success of the 2024 AIMS Annual Leadership Training Retreat. Please feel free to contact me with any questions or for further clarification.

Sincerely,

Dr. Tanja S. Thompson, DHA
Conflict Resolution Practitioner and Coach
CEO, Transformational Resolution Group
Tanjathompson003@gmail.com
301-437-9491

Authorization and Acknowledgement

Superintendent Maya Woods-Cardiz

Date

Dr. Tanja S. Thompson, TRGp

Date