



CORPORATE **LEARNING** INSTITUTE

Guide to Coaching

Our Approach to Executive Coaching

We believe that coaching is an opportunity to create a desired future rather than “fix” the past. Our approach is to employ the tools and techniques that will help create this future. Our approach is to completely customize the coaching approach for each client.

Assessments & Tools

We often explore current performance using the following assessment:

Everything DISC—all formats from Leadership to Workplace

DISC Professional Styles Assessment

Myers Briggs Type Indicator

The CLI Emotional Intelligence Assessment

Thomas Kilmann Conflict Indicator

The CLI Personal Well-Being inventory

We work with your coachee to:

- ✓ Develop coaching goals and create a coaching plan.
- ✓ Meet weekly (virtually) on ZOOM Calls mor in-person in the Chicago area.
- ✓ Review progress to goals and ensure that goals are met.
- ✓ We offer coaching packages of 4-8 sessions, which are available weekly.

Coaching Steps

We recommend a three-step approach as follows:

1

Pre-coaching Needs Assessment

Our initial phone call with you has helped me get a good impression of the need for coaching from your perspective. I typically send new clients a pre-coaching workbook (see attached) and connect in person for the first session. I complete a development plan by the second session.

2

Successive coaching sessions are designed around the topics as determined by you and your coachee.

3

A final report and satisfaction survey will complete training to determine how the coaching impacted your coachee, you and the organization.



Coaching Package Investment

Individual coaching sessions (1.15 hours each) by ZOOM or live:

1-4 Coaching Session: \$475.00 per session.

5-8 Coaching Sessions: \$425.00 per session.

Some assessment costs are included.

Once we determine your needs, we can estimate your fees.

Corporate Learning Institute Coach Profiles



Dr. Susan Cain
Licensed Clinical Social Worker

Dr. Susan Cain, CLI Partner, knows how to provide engaging and meaningful coaching. Sue brings her clinical skills and insights into her work with clients. She has worked across business sectors worldwide with organizations including The Office of the Surgeon General of the United States, The Kellogg Company, Cirque Du Soleil, Disney Partner's Federal Credit Union, Kerry Flavours and Ingredients, Tellabs and Whirlpool Corporation.

Certifications

Sue is a valued organizational coach certified in the use of: Denison Culture Survey, Myers Briggs Type Indicator, all Wiley Disc and Everything Disc Personal Profile products, The Thomas-Kilmann Indicator, Situational Leadership II, Firo B, Profiler, EQi 2.0, 16PF, most Leadership 360 assessments, Team Assess, Five Dysfunctions of a Team, and The Learning Styles Inventory.

Sue's coaching philosophy is to provide unbiased and honest support in a solution-focused setting. Susan recently completed the launch of the CLI Professional Styles Assessment after five years of development and research. (www.discprofessionalstyles.com).

Sue holds a Doctoral degree in Organizational Leadership and a Master of Arts degree in Clinical Social Work and Administrative Management. Sue is on faculty at Elmhurst College and Benedictine University.



William Johnson
MA, MCT, CPC

William is a highly experienced professional who specializes in applied learning and coaching. William is a highly regarded virtual and classroom facilitator who can bring learning material alive for participants. William is a certified professional coach. William has worked across all business sectors with clients including Disney Partner's Federal Credit Union, Kerry Flavours and Ingredients, The OCC, Golub, Moorings Park, numerous government agencies, and school districts.

William is an IPEC certified professional coach. He has worked within a wide variety of organizations, including corporations, nonprofit organizations and schools. Prior to moving into the training and education sector, William spent 20 years working for Aon Corporation in both London and Chicago. He has held a variety of senior financial management roles including Corporate Treasurer for Aon UK, and Senior Vice President for Aon Advisors US, Aon's investment management company.

Next Steps

I am ready to move ahead. I have also attached a coaching agreement for your review. Please feel free to reach me at:

Dr. Susan Cain
scain@corplearning.com
630.347.6333