

INDIVIDUAL AND TEAM COACHING

Cost: from £1,000

IAPS Consultancy is able to draw on the skills and experience of its team of qualified coaches to create bespoke coaching packages to suit both your needs and your budget. Some cost-effective sample packages are set out below but we fully recognise that every school and every situation is different and, through discussion with you, we will create the most appropriate coaching programme.

INDIVIDUAL COACHING

Up to £1000 for a whole year, depending on the actual number of sessions.

Specialist, bespoke leadership coaching, including:

- An initial session, in person, at the school
- Two sessions (one per half term) online (or in person at additional cost, depending on distance travelled)
- Individual feedback summarising discussions and agreed actions
- Support as required between sessions

MIDDLE LEADERSHIP COACHING

£1200 for one term, £2400 for two or £3500 for a whole year

For up seven members of staff

- An initial group session with the whole team, in person, at the school
- Two 60 minute sessions (one per half term) for each member of staff, online (or in person at additional cost)
- Individual feedback for each member of staff summarising discussions and agreed actions
- Support for each individual between sessions

For a three-term package, there will also be an additional final group session with the whole team, in person at the school.

The actual content of sessions will vary according to the individual's and school's situation, preferences and needs. This could include, for example, professional relationships, confidence, dealing with imposter syndrome, leadership behaviours, culture, values and ethos, wellbeing, boundaries, productivity and performance, preparing for senior leadership and helping to develop a culture of coaching. However, all packages are bespoke and tailored to the needs of the school and the individual.

SENIOR LEADERSHIP TEAM COACHING

£1800 for one term, £3500 for two terms, £5000 for the whole year

Coaching for five members of staff

- An initial group session with the whole team, in person, at the school
- One 90 minute deep dive, and one 60 minute coaching sessions (one per half term) for each member of staff people, online (or in person at additional cost)
- Individual feedback for each member of staff summarising discussions and agreed actions
- Support for each individual between sessions

For a three-term package, there will also be an additional final group session with the whole team, in person at the school.

The actual content of sessions will vary according to the individual's and school's situation, preferences and needs. This could include, for example, reviewing a school's culture, avoiding and tackling toxicity, wellbeing, boundaries, productivity and performance and building a progressive, strengths-based workplace.

APPLYING FOR LEADERSHIP COACHING

£600

An intensive cycle of coaching for one individual

- An initial 90 minute deep dive coaching session, looking at aspirations, and auditing experience and skills
- Three 60 minute sessions including reviewing application forms/letter and undertaking practice interview written tasks
- One 60 minute mock panel interview
- Summary feedback reviewing discussions and agreed actions
- Support between sessions, including phone calls if required on the mornings of interviews