Coaching Packages: Heather De Blasio

Typical Package Structures

1. **Standard Packages**
    - Number of Sessions: 3 to 12 sessions.
    - Frequency: Bi-weekly or monthly.
    - Duration: Sessions are typically 60 minutes.
    - Overall Length: 3 to 12 months.
    - Format: Often a mix of in-person (if local) and virtual sessions.

2. **Intensive Packages**
    - Number of Sessions: 4 to 6 sessions.
    - Frequency: Weekly or bi-weekly.
    - Duration: Sessions are typically 60 minutes.
    - Overall Length: 1 to 3 months.
    - Format: Often a mix of in-person (if local) and virtual sessions.
    - Suitable for leaders addressing urgent challenges.

3. **Extended Packages**
    - Number of Sessions: 12 to 18 sessions.
    - Frequency: Monthly or as needed.
    - Duration: Sessions are 60 minutes.
    - Overall Length: 12-18 months.
    - Format: Often a mix of in-person (if local) and virtual sessions.
    - Designed for long-term leadership development and strategic growth.

COST (for 2025): $300 per 60-minute session + GST

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Payment for the chosen coaching package is required **up front**, unless by other arrangement.

What is Typically Included in a Coaching Package

- **Discovery Phase**:
  - An initial assessment (e.g., 360-degree feedback, psychometric test, or interview) to establish goals.
  - A tailored coaching plan is developed.
- **Regular Sessions**:
  - Focused on specific goals, challenges, or skill development (e.g., emotional intelligence, decision-making, communication).
- **Between-Session Support**:
  - Access to the coach via email or brief calls.
  - Assignments or reflective practices to deepen learning.
  - Clients complete preparation prior to each coaching session
- **Mid-Point Check-In**:
  - Review progress and adjust goals as needed.
- **Wrap-Up**:
  - Final session to review progress, discuss next steps, and ensure sustainability of change.

Frequency Considerations

- **Weekly**: For fast-paced environments or urgent development needs.
- **Bi-Weekly**: Common for balancing reflection and implementation.
- **Monthly**: Often used for long-term strategic growth.

Heather De Blasio is a Member of the International Coaching Federation.
She is enrolled in an accredited coach training program or has completed 60 hours of training aligned with ICF standards, and commits to abiding by the ICF Code of Ethics.

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