



Coaching for Individuals and Teams

Coaching helps individuals and teams to be more effective in their activities and achieve personal and professional goals. A coach provides support and guidance to reveal solutions and strategies for growth and development. The coach focuses on identifying and further developing individual strengths, providing alternative approaches and empowering each person to approach their individual and work environments positively and in an intentional way.

We offer individual coaching and team coaching for professionals and a modified approach for high school and university students involving one-on-one or small group appointments. This may take the form of coaching for specific situations such as preparation for job interviews, public speaking etc Or may assist with identifying future goals and how to achieve them.

THE KEYS TO COACHING

AIMS

Professional coaching is designed to lead to:

- **Increased productivity and performance:** By recognizing potential and honing skillsets.
- **Enhanced leadership skills:** Self-reflection improves inter-personal interactions, communication abilities and personal vision.
- **Career advancement:** Coaching is particularly useful for supporting
 - job searches,
 - career changes, and
 - career advancement.
- **Improved work-life balance:** Coaching can identify professional and personal stressors allowing individuals or teams to manage and/or eliminate stress which makes them more effective and promotes well-being.

APPROACH

Coaching is a guided personal and professional development process going through a series of steps to build a vision for career development, personal and professional success:

- **Challenging Limiting Beliefs:** Limiting beliefs are negative assumptions or thoughts that a person has about themselves, others, or their environment. Coaching guides the individual or team to examine their negative beliefs and put them in a more neutral



or positive light in order to work through and around roadblocks caused by this internal version of the world.

- **Developing Skills:** Coaching helps to Improve individual time-management, communication, management or leadership skills by taking past and current situations and reflecting on the most positive and natural/preferred way forward for that individual.
- **Building Confidence:** By increasing self-awareness and focusing on personal growth including past success and providing future goals to work towards coaching builds self-esteem, and self-confidence as well as personal and professional effectiveness.
- **Creating a Vision:** Coaching assists individuals and teams to define their own purpose and direction with clear strategies and pathways to implement this vision.
- **Action Planning and Accountability:** Coaching is active, not passive, and focuses on actions to realize short- medium- and long-term goals and aspirations.

Individualized strategies for success will be worked through within the coaching session.

A follow-up plan recapping the coaching session or program and providing a plan for implementing the strategies and approaches discussed during coaching will be sent to each person within seven days of coaching completion.

- This includes group participants that will each receive a plan reflecting a group component, as well an individual component.
- Individual plans for group participants will be strongest if all group members are engaged and participative.

MODIFIED COACHING APPROACHES FOR STUDENTS AND TEAMS

Students can benefit from coaching, but a modified approach is necessary to take into account life- and career-development stage. For students, we offer increased emphasis on identifying and defining personal and career goals and focusing on growth and development. Self-reflective and guided (not taught) approaches remain the central pillar of coaching for students, with the same aims and general approaches.

Sports or Work Teams can benefit from group/team coaching, with the approach taking into account team dynamics, leadership roles, collaborative interactions, productivity, engagement and conflict resolution (where required). Individual roles and well as collective goals are considered and addressed as is communication outside of specific

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sporting/workday interactions including planning and post-production or post-match analysis and debriefing. This approach may be best considered a hybrid of coaching and consultancy.

RATES AND CHARGES

Personalized Coaching (45 minutes)

Initial meeting free (online, 15 minutes), with cancellation after this meeting no charge.

ONLINE COACHING: \$150

IN-PERSON: add travel fee (only available in the greater Vancouver Area)

Personalized Coaching for Students (minimum 2 sessions)

ONLINE:

\$100 for 45 minutes of individual coaching or learning,

\$225 for 60 minutes of group/team coaching or learning for up to 3 people,

\$400 for 90 minutes of group/team coaching or learning for up to 5 people.

IN-PERSON: add travel fee (only available in BC)

In person follow-up for personal plan effectiveness (30 minutes)

ONLINE ONLY: \$75

Maximum of two follow-up appointments per person and must be booked within 8 weeks of the original coaching session.

Additional Travel Charges:

Zone 1: 30

Zone 2: 40

Zone 3: 50

Zone 4: 50

Team Coaching

Please enquire for tailored offerings.

To organize coaching please send a request to consulting@apteryxmedia.com detailing:

1. Refer to Coaching in the subject line and add your name e.g. "Coaching - Ray Shen" or "Team Coaching – Ravi Sundar".
2. Provide a short description of the nature of coaching you are seeking
 - a. Career Progression,
 - b. Management,
 - c. Leadership,

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- d. Public Engagement,
 - e. Instructional Effectiveness,
 - f. Teamwork (goal setting, productivity, collegiality and so on)
 - g. Other [please specify].
3. Let us know the number of people you are enquiring for (personal, numbers in small group or team),
 4. If a small group, provide each individual's name, e-mail address and telephone number
 5. Let us know if you are reserving a single appointment or a block booking,
 6. Provide three preferred days, dates and times that are at least two weeks (14 days) in the future.

Alternatively, you can fill out our web-based enquiry form.

Enquiries will be answered within 48 hours.

If accepted, each coaching session will be custom designed based on the enquiry details, plus one additional pre-instructional consultation (by e-mail).

Personal follow ups arranged directly with your coach by e-mail, text or telephone.

Appointments:

- Are subject to availability and booked on a first come-first served basis.
- Are normally scheduled within business hours (8 am – 5:30 pm) with limited availability evenings and weekends.
- Are paid in advance at the time of booking through our secure online portal and/or direct bank transfer, with scheduling generally two weeks in advance, or longer for evenings and weekends.
- Appointments are not confirmed or guaranteed until payment is received.
- Payments must be a single transaction only, including only one transaction for group bookings.
- Cancellations require a minimum of 48-hours notice to receive a full refund.

Discounts

- We offer discounts for Udemy Learners providing a certificate of completion and also for individuals that have attended any other online or in-person Apteryx Media workshop previously.
 - 20% discount is offered for an individual for up to two coaching sessions.



- We offer a discount for multiple block bookings, paid in advance:
 - 10% discount is offered for purchasing a block of four (4) individual sessions
 - 20% discount is offered for booking a block of six (6) individual sessions.
 - 10% is offered for purchasing a block of five (5) group sessions.
- We do not offer blocks of more than ten (10) sessions for individuals or five (5) sessions for groups.
- For block bookings the follow-up plan is provided at the end of the block, and is extensive.
- Individual discounts are offered to a specific person or persons and are not transferable.
- Group discounts are offered to a specific named group of people, new or different people may not swap into a group booking.
- Offers for discounted personalized coaching must be booked, paid and completed within 6 months of course/workshop completion.

ENQUIRIES

If you would like to know anything further, please contact: consulting@apteryxmedia.com

Payments will be facilitated through our secure online portal.