

# Coaching Packages

Three pathways to leadership transformation

## AT A GLANCE: WHAT'S INCLUDED

These coaching packages are designed to support the leader in improving the Triple Goal: Great Performance, Great Learning, and a Great Workplace.

Every package is grounded in the Leadership Growth Profile (LGP). Each level builds meaningfully on the one before it. Choose the level of support that is right for the leader and for their team.

Feature	Bronze	Silver	Gold ★
LGP 360 Assessment	✓	✓	✓
30-Minute Report Debrief	✓	✓	✓
Online Development Workbook	✓	✓	✓
Development Plan Coaching Session	✓	✓	✓
Growth Matrix	-	✓	✓
Red & Green Zone Resources	-	✓	✓
Fortnightly Pulse Survey	-	✓	✓
Additional 90-Minute Coaching Sessions	-	✓	✓
Boss Alignment Meeting	-	-	✓
Team Onboarding Session	-	-	✓
Mid-Program Stakeholder Check-ins	-	-	✓
Final Boss + Team Review Session	-	-	✓

*Packages are available for individual leaders and cohort/team formats.  
See the Team Version notes within each package for details.*

# BRONZE

## Leadership Growth Profile Starter Package

### PURPOSE

An ideal entry point for leaders who want a clear, data-driven picture of their leadership and a structured starting point for growth. If the leader has never completed a Leadership Growth Profile 360° assessment before, or is looking for focused, high-value support without a long-term commitment, this is where to start.

### WHY THIS PACKAGE MATTERS

Most leaders operate on assumptions about how they come across and what is working. The Leadership Growth Profile (LGP) changes that. It gives the leader precise, evidence-based feedback from the people they lead and work alongside: direct reports, dotted line reports, peers, others and their manager, measuring both their strengths and the reactive behaviours that may be undermining their effectiveness.

Paired with expert coaching and a structured development planning process, the Bronze package turns data into clarity, and clarity into action. The leader leaves with a written Leadership Practice Plan grounded in real feedback and ready to implement.

### WHAT THE LEADER GETS

#### 1. LGP 360° Assessment

Lead with what you can own — your part, your contribution, or acknowledgement of the other's unmet need. "What's my part?"

#### 2. 30-Minute Report Debrief

Pure facts and specific behaviours only — free of judgement, diagnosis, or interpretation

#### 3. Online Development Workbook (Bronze)

A clear, specific, and actionable ask — not a demand. Invites, rather than imposes.

#### 4. 90-Minute Development Planning Session

A two-way conversation that lands on genuine mutual understanding, commitment, and a way forward.

## WHAT THIS DELIVERS

- A clear, honest picture of the leader's leadership strengths, blind spots, and impact on team performance, innovation, and engagement
- A structured, written Leadership Practice Plan ready to act on immediately
- An introduction to the internal drivers behind the leader's current leadership behaviours

## THE PROCESS

1. The TripleGoal coach initiates the leader's LGP 360 via the TripleGoal Admin platform. Guidelines are sent to the leader and their evaluators.
2. The leader nominates their evaluators within 3 days. They have 3 weeks to complete the profile, with three automatic reminder prompts sent on the leader's behalf.
3. The coach receives the completed report and reviews it in advance of the session.
4. *30-Minute Report Debrief with the coach — making sense of the leader's results and identifying the priorities that matter most.*
5. The leader completes the Online Bronze Development Workbook independently, using video guidance to draft their Leadership Practice Plan.
6. The leader presents their draft plan to their boss and direct reports, gathering additional real-world input and perspective.
7. *90-Minute Development Planning Session with the coach refining, completing, and committing to the Leadership Practice Plan.*

## TEAM / COHORT VERSION

1. 1-hour introduction webinar for the full cohort
2. LGP 360 launched for each participant
3. Each leader completes the Bronze Online Workbook independently
4. Each leader checks in with stakeholders
5. Groups of 6 or less - 3-hour group workshop: participants share their development plans and receive group coaching on refining them.
6. Groups of 6 to 12 - 4-hour group workshop: participants share their development plans and receive group coaching on refining them.



# SILVER

## Silver Coaching Package

### HOW IT BUILDS ON BRONZE

Bronze gives the leader a great starting point: a development plan grounded in real data. Silver takes that further by introducing the Growth Matrix, a structured framework for understanding not just what to change, but how to change it across mindset, skillset, rituals, and values. Three progressive coaching sessions guide the leader through the complete matrix, while a fortnightly pulse survey tracks real behavioural change as it happens.

### PURPOSE

Silver is designed for leaders who are serious about transformation. It is the introductory program for working through the full Growth Matrix. This is a journey from awareness of what needs to change, through to the deeper identity shifts that make change sustainable. If Bronze tells the leader where they are and where they need to go, Silver walks the path with them.

### WHAT THE LEADER GETS

Everything in Bronze, plus:

#### 1. Growth Matrix Access

A structured coaching framework for deep, sustained behaviour change across four dimensions: red zone derailers, green zone skillset, unconscious drivers of the red zone, and values and identity beneath the green zone. This is the map that guides all three coaching sessions.

#### 2. Red Zone & Green Zone Summary Resources

Provided at the start of the workbook phase to deepen self-awareness and strengthen the quality of the leader's Leadership Practice Plan.

#### 3. Fortnightly Pulse Survey

Real-time stakeholder feedback on the leader's observable leadership behaviour commitments, collected every two weeks throughout the program. This keeps the leader objective, motivated, and accountable.

#### 4. Three 90-Minute Coaching Sessions

Session 1: Top of the Growth Matrix (red zone derailers, green zone skillset)+ pulse survey setup. Session 2: Review pulse results and complete the bottom left of the matrix (unconscious drivers of the red zone) Session 3: Review the bottom right (values and identity), self-regulation review, and final pulse close-out.

## WHAT THIS DELIVERS

- Everything Bronze delivers, with greater depth and structure.
- A fully completed Growth Matrix: red zone derailers, green zone skillset, unconscious drivers of the red zone, and values and identity beneath the green zone all addressed.
- Ongoing, measurable feedback on real behavioural change through the pulse survey.
- A meaningful start to understanding the deeper internal drivers of the leader's leadership behaviours.

## THE PROCESS

1. The TripleGoal coach initiates the leader's LGP 360 via the TripleGoal Admin platform. Guidelines are sent to the leader and their evaluators.
2. The leader nominates their evaluators within 3 days. They have 3 weeks to complete the profile, with three automatic reminder prompts sent on the leader's behalf.
3. The coach receives the completed report and reviews it in advance of the session.
4. 30-Minute Report Debrief with the coach — making sense of the leader's results and identifying the priorities that matter most.
5. The leader completes the Online Silver Development Workbook independently, using video guidance to draft their Leadership Practice Plan.
6. 90-Minute Coach Session 1: Work through the top of the Growth Matrix — exploring skillset development in relation to the leader's Leadership Practice Plan. The leader's fortnightly pulse survey is set up with selected stakeholders.
7. 4–6 weeks of deliberate practice guided by the plan, with fortnightly pulse survey cycles providing ongoing feedback.
8. 90-Minute Session 2: Review pulse survey results together. Complete the bottom left of the Growth Matrix (unconscious drivers of the red zone). The coach provides the Human Virtues and Values handout for independent reflection before Session 3.
9. Continued practice and pulse survey cycles.
10. 90-Minute Session 3: Review the bottom right of the Growth Matrix (values and identity). Review self-regulation progress. Final pulse survey review. Complete the full Growth Matrix.

*Total coaching time: 30-min debrief + 3 × 90-min sessions (5 hours total)*

## TEAM / COHORT VERSION

1. Additional 60-minute introduction to core concepts for the full cohort before program launch
2. Each individual session extended to 2.5× its standard length for group facilitation
3. Full team program: approximately 12 hours of facilitated workshop time



# GOLD

## Gold Coaching Package

### ★ RECOMMENDED PACKAGE

Research shows that leaders who actively involve their stakeholders grow at least twice as fast as those who work alone. This is the package that supports the greatest likelihood of lasting, visible change.

### WHY THIS IS THE RECOMMENDED PACKAGE

The Gold package is a higher standard for sustainable leadership transformation. It extends Silver by deliberately bringing the leader's boss and team into the change process. This creates visible accountability, alignment, and shared investment in the leader's growth.

The leader's boss becomes their champion, not a bystander. The leader's team understands what they are working on and why. The pulse survey becomes a shared language for progress. And growth does not just happen inside coaching sessions. It happens every day, because the people around the leader are actively part of it.

### HOW IT BUILDS ON SILVER

Silver completes the Growth Matrix. Gold supports a higher level of development and support in the workplace. Every additional element in this package is designed to close the gap between insight in the coaching room and visible, measurable behavioural change in the leader's actual workplace.



## WHAT THE LEADER GETS

Everything in Silver, plus:

### 1. Boss Alignment Meeting (30 Minutes)

After Session 1, the coach meets with the leader and their boss to review the leader's development plan, ensure strategic alignment, and secure the boss's active, informed support throughout the program.

### 2. Team Onboarding Session (60 Minutes, Virtual)

After the boss meeting, a coach-facilitated virtual session with the leader and their team. The leader shares their development plan, connects it to TripleGoal outcomes, introduces Red and Green Zone awareness, and launches the pulse survey with genuine stakeholder buy-in and commitment.

### 3. Additional Coaching session (90 Minutes)

Additional Coaching session for finalising the development plan, resetting rituals and setting up the pulse survey.

### 4. Mid-Program Team Check-In (30 Minutes)

A brief team meeting between Sessions 2 and 3 to gather practice feedback, acknowledge visible progress, and keep the leader's team engaged in their growth journey. (Usually done without the leader present, but AI notes are taken and shared back with the leader.)

### 5. Mid-Program Boss Check-In (30 Minutes)

A parallel conversation with the leader and their boss to review progress, review pulse trends, and maintain accountability and strategic alignment.

### 6. Final Review Session (60 Minutes, Boss + Team Together)

Held at least 3 weeks after Session 3. A combined session with the leader, their boss and team to review pulse survey progress, celebrate practice wins, learn from setbacks, and mark the completion of a meaningful leadership growth journey with a commitment to ongoing practice and feedback cycles beyond the coaching plan.

## WHAT THIS DELIVERS

- Everything Silver delivers, anchored in real workplace relationships and accountability
- A boss who understands the leader's development goals and actively supports their growth
- A team who are connected to the leader's change process and invested in their success
- Visible, measurable, stakeholder-confirmed behavioural change
- A shared language for progress through the pulse survey across the whole team

## THE PROCESS

**Similar to Silver but with all the stakeholder reviews added and one additional 90-minute coaching session.**

1. LGP 360 is commenced via TripleGoal Admin with guidelines. Coach is copied in.
2. Three days to nominate evaluators and 3 weeks to complete the profile. 3 reminders sent.
3. Report is generated and provided to Coach only.
4. 30 minute report review: Coach meets with Leader for 30 minutes to overview the report and make sense of it.
5. Leader is given the Red and Green Zone summary resources and begins the online development workbook to draft a leadership practice plan.
6. 90-minute Session 1: Coach and leader work through the top of the Growth Matrix — transferring workbook answers, exploring skillset development, and refining the practice plan.
7. 30-minute Boss Alignment Meeting (coach and boss): Coach reviews the leader's development plan with the boss and leader, secures boss's active support and buy-in, and agrees on how the boss will champion the leader's growth throughout the program.
8. 60-minute Team Onboarding Session (virtual — coach, leader, and team): The team is introduced to the Triple Goal outcomes and the Red/Green Zone framework. The leader shares their development focus and practice plan and gathers additional feedback. The pulse survey is set up with the team at the end of this session.
9. 90-minute Session 2: A final review of the top of the matrix. A review of the process of self-regulation. Understanding defensiveness more deeply. Set up a pulse check-in
10. 4–6 weeks of deliberate practice, with a fortnightly pulse survey running throughout.
11. 30-minute Team Practice Check-In: Brief virtual team session reviewing what the team is observing in the leader's practice and celebrating early wins. (only team and coach).
12. 30-minute Boss Progress Meeting: Coach, leader and the leader's boss review progress, check in on pulse survey trends, and maintain accountability and support.
13. Continued practice and pulse survey cycles.
14. 90-minute Session 3: Review pulse survey results and practice insights. Complete the bottom left of the Growth Matrix (unconscious drivers of the red zone). Coach provides the Human Virtues and Values handout and asks the leader to complete the bottom right of the matrix independently before Session 4.
15. Continued practice and pulse survey cycles.
16. 90-minute Session 4: Review the bottom right of the Growth Matrix (values and identity). Review how the leader is working with emotional discomfort and self-regulation. Final pulse survey review. Complete the full Growth Matrix.
17. Continued practice and pulse survey cycles.
18. 60-minute Final Review Session (boss and team together, minimum 3 weeks after Session 3): Review pulse survey progress, reflect on practice wins and losses, and celebrate the full arc of the leader's growth journey.

## TEAM / COHORT VERSION

1. Additional 60-minute introduction to core concepts for the full cohort before program launch
2. Each individual session extended to 2.5× its standard length for group facilitation
3. Stakeholder meetings remain similar for each individual in the cohort.
4. Full team program: approximately 16 hours of facilitated workshop time



## START THE CONVERSATION

If you are exploring how executive coaching can improve your leadership or help the leaders in your organisation, the next step is a Leadership Development Discussion.

This is a focused conversation to explore your leadership and cultural context and identify the right level of support for you.

[Book a Leadership Development Discussion](#)

Scan the QR code to schedule a call:

