



CORTEX COACHING MENU OF SERVICES

2025



Cortex Leadership Consulting: Coaching-Centric Solutions for High-Impact Growth

Combining real-time behavioral insights, targeted coaching, and human connection to create sustainable leadership transformation.



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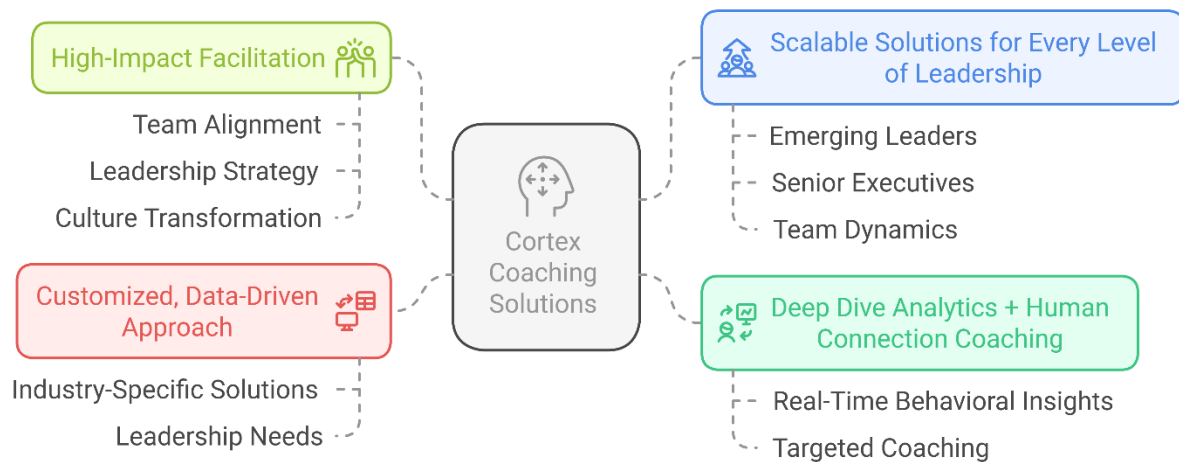
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Why Choose Cortex?

Cortex Coaching Solutions: Key Features and Benefits



- **Deep Dive Analytics + Human Connection Coaching for Maximum Impact** – Combining real-time behavioral insights, targeted coaching, and human connection to create sustainable leadership transformation.
- **Customized, Data-Driven Approach** – No off-the-shelf solutions; every engagement is tailored to the client's industry, leadership needs, and organizational culture.
- **High-Impact Facilitation** – Coaching isn't just about individual development—it's about team alignment, leadership strategy, and culture transformation.
- **Scalable Solutions for Every Level of Leadership** – Whether developing emerging leaders, transforming senior executives, or optimizing team dynamics, Cortex provides coaching-based solutions that drive measurable results.

Menu of Coaching & Facilitation Services

1. Individual Coaching & Leadership Development



Executive Performance Coaching

Expert assessments, powerful insights, behaviorally driven coaching for senior leaders to optimize performance and leadership impact.



Features:

- One-on-one coaching with a senior Cortex-certified coach.
- Targeted assessments (DISC, Driving Forces, EQ, Leadership Competencies, Conflict Tolerance, Negotiation, Time Mastery 2.0, etc).
- Custom Leadership Development Plan based on AI-driven insights and behavioral data.
- 10 one-on-one sessions plus five on-demand laser coaching sessions.
- 4 Cortex Practice Labs, 1-hour in length, to sharpen their coaching & leadership competencies
- 4 Laser, On the Spot, Coaching Sessions
- Coaching via email or text on specific challenges that arise that they want an objective viewpoint on
- Monti, "Coach in Your Pocket," for real-time leadership reinforcement.
- Access to exclusive learning modules tailored to development phases.
- Personalized deep-dive conversation podcast aligning learning to real-time leadership challenges.
- Supervisor integration for alignment and accountability.

Investment: \$8,500 annually

Maintenance Performance Coaching

Expert assessments, powerful insights, behaviorally driven coaching for leaders to continue their path towards reaching their specified outcomes.

Features:

- One-on-one coaching with a senior Cortex-certified coach.
- Targeted assessments as needed to create customized developmental resources.
- 5 one-on-one sessions plus five on-demand laser coaching sessions.
- 2 Laser, On the Spot, Coaching Sessions
- Coaching via email or text on specific challenges that arise that they want an objective viewpoint on
- Monti, "Coach in Your Pocket," for real-time leadership reinforcement.
- 2 Cortex Practice Labs, 1-hour in length, to sharpen their coaching & leadership competencies
- Supervisor integration for alignment and accountability.

Investment: \$5,000 annually

Strategic, Situational Executive Coaching

*On demand executive coaching targeted at a specific situation designed to assist in creating a winning strategy to navigate the situation at hand. *Available only to clients who have been through 2-years of executive coaching.*

Features:

- One-on-one coaching with a senior Cortex-certified coach.
- Coaching intake form to collect data about situation prior to first session of the year.
- 2, 1.5 hour coaching session
- Monti, "Coach in Your Pocket," for real-time leadership reinforcement (existing/past coaching clients receive Monti until that service is no longer helpful to them)
- Customized data, analysis, and insights to assist the client in navigating the situation.

Investment: \$2,000 annually

360° Leadership Feedback & Development

Comprehensive, anonymous feedback paired with assessments and AI-driven coaching insights for leadership acceleration.

Features:

- Custom-built 360° survey designed for 5-7 rater groups.
- Data-driven feedback synthesis integrating assessments (DISC, Driving Forces, EQ, Monti engagement trends).
- AI-powered insights pinpointing key improvement areas.
- Personalized debrief and coaching session to develop an immediate action plan.
- Tailored deep-dive podcast coaching session to reinforce learning.
- Supervisor debrief to ensure alignment on leadership growth objectives.

Investment: \$2,500 per leader

Transition Coaching (Role Evolution)

Targeted coaching for newly hired or promoted leaders to optimize success within their first 90 days.

Features:

- 90-day tailored transition coaching based on DISC/DF, job description, expectations from their supervisor.
- Customized Transition Playbook based on that data and information.
- 2, one-on-one coaching sessions with client
- Monti-driven customized pulse check-ins to identify real-time friction points.
- Alignment coaching, 1-hour in length, with supervisor and client to ensure client and supervisor are moving towards what right looks like for them, identifying and creating a plan for any concerns.
- Laser coaching and “check-ins” as needed for client and their supervisor, up to 4 total.
- Final comprehensive transition report summarizing integration success and key development areas moving forward.

Investment: \$2,000 per leader

2. Small Group Coaching & Cohort-Based Development



EPIC: Enhanced Performance Through Intentional Coaching

Structured coaching program for high-potential team members, managers, leaders, integrating target assessments, insights with interactive learning.

Features:

- 5-month cohort-based coaching.
- Group sessions focusing on targeted leadership competencies (Communication, Growth Mindset, Time Mastery, Strategic Thinking, Trust/Conversational Intelligence)
- DISC, Driving Forces, Leadership Competency, Time Management, Conflict Tolerance, Change Readiness, Trust and Strategic Thinking assessments to drive self-awareness and to create focus areas during sessions.
- Customized Executive Summary and Key Development Areas Cortex Report for each participant
- 1 one-on-one coaching session with a Cortex Certified Mentor

- 4 interactive learning experiences, each month, (20 total), to ensure comprehension and execution of main competencies of EPIC program
- Monti-driven learning reinforcement and behavioral tracking.
- Supervisor coaching guide for continued application of leadership development insights.
- Certificate of Excellence awarded to top performers in program
- Certificate of Completion for those that meet minimum standards for completing the course.

Investment: \$22,500 per cohort for up to 24 participants

Time Mastery 2.0 Individual or Team Coaching

Small-group coaching designed to ensure that the each team member and the team as a whole understands how to best master their time for peak performance

Features:

- Targeted Time Mastery 2.0 behavioral assessment integration.
- Customized Time Mastery 2.0 ebook
- Customized Time Management Cortex Assessment for each team member
- Customized Podcast for team to prepare for the upcoming session
- Workbook for session
- 4 hour, small group session that includes assessment debriefs, the custom way each DISC and combination behavioral approach mastering their time, the concept of time metabolism and other techniques and tips that will help them form an action plan to increase effectiveness that will help them reach peak performance.
- Scenario based interactive training exercises that customized for their industry, company, and team
- Supervisor debrief for accountability and ongoing progress tracking.

Investment: \$2,750 per engagement*

**Plus travel expenses and per diem depending on time to get to location and time to travel from location*

Conflict & Collaboration Individual or Team Coaching

Small-group coaching designed to resolve friction points, align perspectives, and drive collaboration.

Features:

- Cortex Conflict Tolerance assessment for each team member
- Customized De-escalation & Conflict Management learning module
- Customized Podcast for team to prepare for the upcoming session
- Workbook for session
- 4 hour, small group session that includes assessment debrief, collaborative problem-solving, learning the best ways to resolve conflict with each DISC and combination of behavioral profiles and develop action plans that each party can be empowered to execute.
- Scenario based interactive training exercises that customized for their industry, company, and team
- Customized deep dive coaching guide based on insights from group dynamics.
- Supervisor debrief for accountability and ongoing progress tracking.

Investment: \$2,750 per engagement*

**Plus travel expenses and per diem depending on time to get to location and time to travel from location*

Negotiation Individual or Team Coaching

Small-group or individual coaching designed to train leaders and/or their teams to effectively use DISC, Driving Forces, and Conversational Intelligence to navigate even the toughest negotiations.

Features:

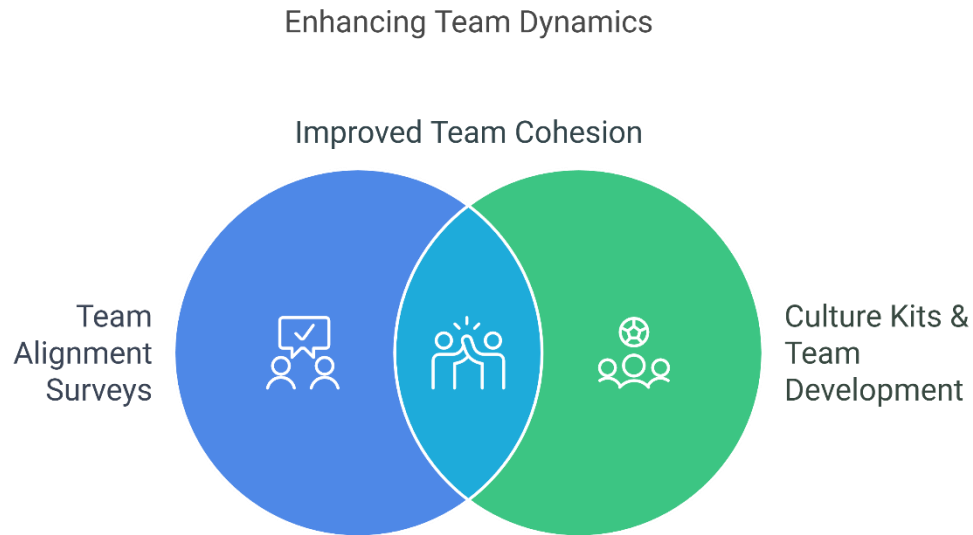
- DISC/Driving Forces assessment for each team member (if not already available)
- Cortex Conflict Tolerance assessment for each team member
- Customized Report for each team member or leader that outlines their strengths and challenges in negotiating with others
- Customized Podcast for team to prepare for the upcoming session
- Workbook for session
- 7-hour, small group session or individual sessions that includes assessment debrief, targeted learning on how each type and main combination of DISC behavioral types are best negotiated with
- Scenario based interactive training exercises that customized for their industry, company, and team
- Customized deep dive coaching guide based on insights from group dynamics.
- Follow up to ensure that techniques that were learned and practice are working in day to day and other types of conversations and sales where negotiation is needed.

Investment: \$5,000 per engagement for up to 12 team members*

**Plus travel expenses and per diem depending on time to get to location and time to travel*

from location (It is recommended that if this is a team or small group session it be in-person. If it is an individual training/coaching package it can be delivered virtually.)

3. Team Alignment & Culture Kits for Team Development



Team Alignment & Performance Coaching

State of the Art Team Alignment feedback survey for leaders and their teams to identify what concerns, challenges, and road blocks are occurring that is blocking their ability to deliver peak performance.

Features:

- Team Alignment Survey measuring Culture, Clarity, Structure, and Execution.
- 100% participation is customary for this survey.
- Deep analysis of TAS results, themed comments, and tailored suggestions for improvements for the leader and their team to reach peak performance.
- One-on-one leader coaching session.
- Team debrief with actionable insights.

Investment: \$1,500 per team (if annual coaching is included for leader) / \$2,000 standalone

Culture Kits & Team Development

Curated coaching guides and tools for leaders to facilitate high-impact team discussions.

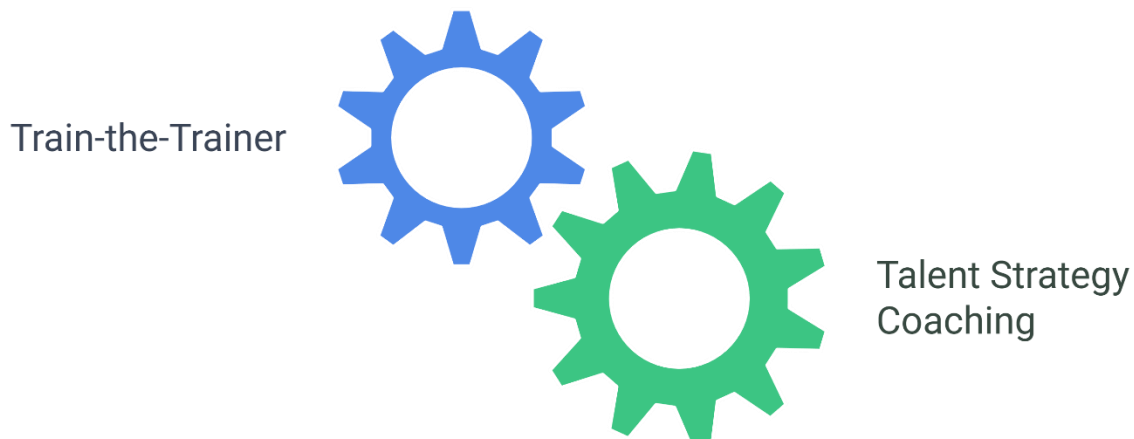
Features:

- 12, Monthly Leader's Guide with customized team exercises to choose from in the leader's Cortex Online Portal.
- Training sessions on how to facilitate meaningful team conversations.
- Pre-packaged facilitation tools including conversation prompts, team exercises, and digital engagement materials.
- Periodic analytics measuring team engagement and effectiveness of sessions.

Investment: \$5,000 annually per team

4. Coaching & Facilitation for Internal Leaders & Trainers

Achieving Advanced Coaching Skills





Train-the-Trainer Certification

Equipping internal leaders with Cortex's coaching and facilitation methodology for sustainable leadership development.

Features:

- Customized training program on coaching fundamentals and advanced facilitation.
- Certification process including Cortex Coaching Practice Labs and feedback.
- State-of-the art tools to track coaching impact and effectiveness.
- Ongoing access to Cortex Learning Platform for continued development.

Investment: Custom pricing

Benchmarking & Talent Strategy Coaching

Providing data-driven insights with a coaching lens for talent optimization.

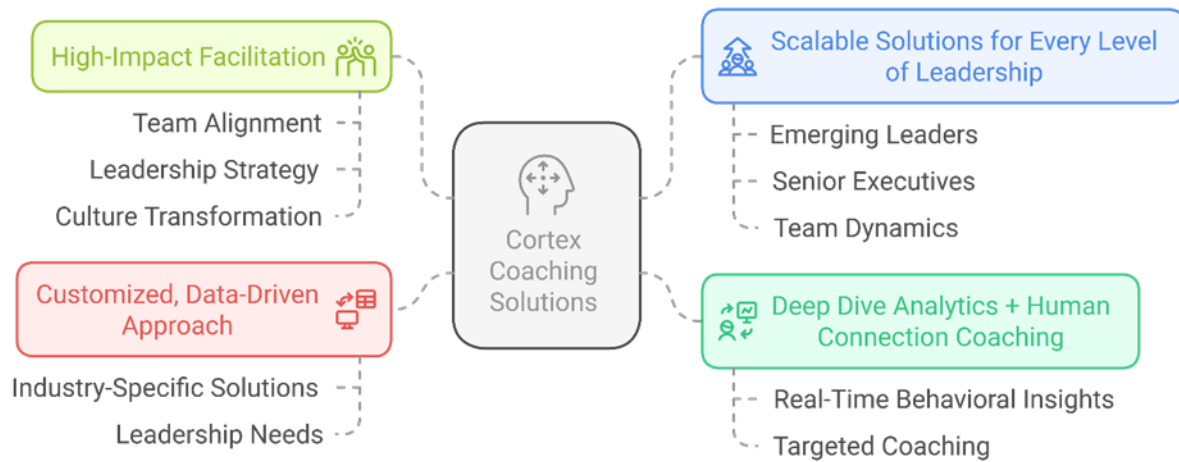
Features:

- Benchmarking of leadership competencies against top industry standards.
- Custom written job posting designed to attract ideal candidates.
- Suggestions for head-hunting ideal candidates - initial and follow up conversation scripts to ensure that they stay interested in position during the candidate screening and interview process
- Talent strategy recommendations based on company goals.
- **Customized candidate reports** that: compare candidate to best fit benchmark for role and supervisor they will be working with, **specific scenario and other interview questions** that ensure that the candidate is tested **during the interview process** to ensure that they have the abilities to perform the role they are applying for.
- Supervisor and HR training on how to apply benchmarking insights effectively.

Investment: \$2,000 per role analysis

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- **High-Impact Facilitation** – Coaching isn’t just about individual development—it’s about team alignment, leadership strategy, and culture transformation.
- **Scalable Solutions for Every Level of Leadership** – Whether developing emerging leaders, transforming senior executives, or optimizing team dynamics, Cortex provides **coaching-based solutions that drive measurable results**.

Let’s Build a Coaching-Driven Organization Together.

For customized solutions, contact us at info@cortexleadership.com.