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LEAD BEYOND PRICING GUIDE

2024



Lead Beyond

TRAINING & FACILITATION

PRICING RUBRIC



Instructions: read the descriptions below. For each category, select the corresponding area that best fits your situation. Use the total number of points to estimate your pricing tier on the following page.

Points	Customization	Complexity	Client Knowledge	Program Size	Technology
20 points	Specialized for top executives of international organizations. Highly customized content and/or facilitation processes.	Highly complex intervention, emphasizing advanced leadership skills for those steering organizations through change, conflict, and crisis.	In depth understanding of client needs, strategy, and goals, with substantial research and/or preparation interviews	50+	Virtual
15 points	Specialized for high level leaders and/or multi-country strategy. High customization of curriculum content	Multifaceted intervention addressing complex issues involving strategy.	Considerable understanding of client needs required.	25-50	In person
10 points	Some customization required but built on more standard programs. For Mid level leaders and staff, targeting more standard leadership skills with some customization required.	Straightforward intervention with more simple outcomes targeted .	Some client knowledge required, but no extensive research or preparation.	1-25	
05 points	Little or no customization of program. Standard curriculum (e.g. Leadership Essentials) used.	Concentrating on a core offering of basic leadership skills for mid to low-level leaders	No understanding of client situation required prior to the engagement.		

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# of points from rubric	Level	Rate \$/Day
85-100	Tier 1: Executive	6250
70-85	Tier 2: Enhanced	5000
55-70	Tier 3: Standard	3750
40-55	Tier 4: Core	2500

- **All rates** include 2 consultants. Individual facilitation is discouraged but constitutes 70% of the indicated amount.
- **Rubric is for estimates only.** Actual rates to be issued by Lead Beyond upon consideration of the client situation.
- Additional client facing preparation days may be added at 1000 \$/day in some cases.
- Loyalty and multi-service discounts are available.

COACHING

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	Level	Description	Rate \$/Session
Individual & Group Coaching	Tier 1: Executive	Specialized for top executives of international organizations, this coaching focuses on maximizing leaders' impact on their organization. Fully tailored approach to meet the needs, expectations, and preferences of each leader over a longer period of time.	625
	Tier 2: Enhanced	Designed for high level leaders, this coaching focuses on improving leadership skills and navigating challenges, as well as focusing on organizational impact. over 3-6 month phases.	500
	Tier 2: Leadership Coaching	Designed for rising leaders, this coaching tier focuses on building leadership skills needed to manage teams, navigate work challenges, and thrive in a complex work environment.	375
	Tier 4: Core	Designed for leaders at all levels, our core coaching offering targets everyday leadership challenges faced in development work, such as interpersonal challenges, personal development, and soft skills.	250

DESIGN

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Lead Beyond designs human development solutions for clients, including user-centric design, process design, curriculum design, and more.

Level	Description	Rate \$/Day
Tier 1: Complex	Design for complex projects and challenges. This includes highly customized content and deep understanding of client needs, tailored to align with client's unique strategy and goals.	1000
Tier 2: Enhanced	Design around complex issues involving strategy and high level leaders with multifaceted interventions and/or multi-country strategy. High degree of customization considerable understanding of client needs.	840
Tier 3: Standard	Solutions tailored to address the diverse needs of our clients, while focusing on efficiency and effectiveness. This tier is suitable for projects requiring a solid understanding of user needs and moderate customization to align with client objectives.	680
Tier 4: Core	Fundamental design solutions that form the backbone of effective strategies. These solutions are streamlined and optimized to provide essential functionality while maintaining cost-effectiveness. Ideal for projects with well-defined parameters and straightforward requirements.	520

ASSESSMENTS

Lead Beyond team members are certified in the following assessments.

- Clifton Strengths Finder
- Myers-Briggs Type Indicator (MBTI)
- 360-degree Performance Reviews
- FIRO-B
- Change Style Indicator (CSI)
- PAIRIN

These assessments are most effective when used together with other forms of development, such as training or coaching. Please inquire at hello@leadbeyond.org for specific pricing details.



Leadership Beyond Boundaries

Lead Beyond is dedicated to the cause of human development around the world. In addition to our work with leading international organizations and development actors, we work on scaling projects aimed at equipping community and grassroots level leaders.

By intentionally building leadership skills at local levels in some of the most vulnerable places, we can effectively advance the UN 2030 Sustainable Development Goals and make a more resilient, prosperous, and equal future for everyone.

AFFORDABLE,
ACCESSIBLE,
& SCALABLE
SOLUTIONS

If you think your project might be considered for our Leadership Beyond Boundaries financing structure, please contact us at hello@leadbeyond.org.