Institute for Conservation LEADERSHIP

1:1 leadership coaching · FAQ

ICL Coaching

Support and tools to address the challenges you face at your organization, network, or collaboration.

50+ years of combined experience. ICL staff help leaders like you focus, clarify options, find resources, and stay on track to achieve the results you want. Many leaders also find coaching builds the confidence and skills to succeed in their role.

OUR COACHING APPROACH

We begin with your goals, challenges, and context. Your coach serves as a "thinking partner" to help you untangle complex issues, think strategically, strengthen and build leadership competencies, and set practical action steps. The process is collaborative and focused on your needs, with structure, pace, and resources tailored to you, so you make steady progress on the leadership or organizational outcomes that matter most.

WHAT A SESSION LOOKS LIKE

Early sessions
Clarify your goals and priorities, then define practical action steps to test between meetings.

As you progress
Reflect on what you tried, assess what you learned, adjust strategies, and reinforce progress. Explore emerging issues, problem solving, and personal growth topics.

Final session
Review your growth, evaluate the process, and identify next steps to sustain momentum.

ADD-ON: GO DEEPER WITH AN ASSESSMENT

External leadership assessments build self-awareness and give you and your coach a shared language for your strengths and strategies. Our staff have experience with CliftonStrengths Strengths-Based Leadership and the Leadership Practices Inventory. If an assessment would be useful, we can add it to your package for $750.

AT A GLANCE

SESSIONS
50 minutes each, scheduled around your needs

PACKAGE
8 sessions for $3,000, paid before your first session.

ADD SESSIONS
In blocks of 4 for $1,500

ASSESSMENT ADD-ON
$750

BONUS
Free access to ICL's Build Better Meetings online course

YOUR PACKAGE INCLUDES

- Your scheduled coaching conversations
- Coach preparation and follow-up
- Email notes, custom questions, and exercises
- Relevant tools and resources
- Progress tracking and a plan that adjusts as your needs evolve

Sessions are yours to schedule.

HOW TO GET STARTED

1 Brief intake
We learn about your needs.

2 30-min intro meeting
Ask questions and share the challenge you want to address.

3 Contract + payment
We formalize our working relationship.

4 Regular sessions
Usually more frequent at the start.

Ready to start? *Email* ***info@icl.org*** *to schedule your introductory meeting.*
Meet our coaches: *All ICL program staff provide coaching. Learn more at icl.org/about/our-staff*