

**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**

**Multiple Award Schedule (MAS)
Federal Supply Group: Professional Services**



Contract Number: GS-02F-0077T

Period Covered by Contract: March 29, 2022 – March 28, 2027

Business Size: Large

Contract Administration Source: David Moore
(336) 286-4066
moored@ccl.org

Pricelist current through Modification PO-0061, effective April 12, 2022

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSAAAdvantage!™, a menu-driven database system. The INTERNET address for GSAAAdvantage!™ is: GSAAAdvantage.gov. For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

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ABOUT CCL

The **Center for Creative Leadership (CCL®)** is a 501 (c) (3) nonprofit educational institution that offers what no one else can: an exclusive focus on leadership education and research and unparalleled expertise in solving the leadership challenges of individuals and organizations everywhere.

CCL helps organizations accelerate their strategy and business results. We do this by partnering with clients to craft a leadership strategy that advances their business strategy or organizational mission, maximizing the capacity for leadership and developing strong leaders at every level. We offer customized services, leadership development programs, and assessments to help our clients specify visions for their organizational success, determine their organizational needs, and identify leadership and business needs to successfully implement their visions. Our work creates real and lasting impact for clients. In fact, the *Financial Times* and *BusinessWeek* regularly rank CCL among the world's top providers of executive education.

Approach

Through our training programs CCL has a significant impact on some 30,000 leaders and 3,000 organizations each year. We work across all sectors in our global society, serving more than 70% of the Fortune 100; state, local, and national governments and government agencies; nonprofit organizations; and educational institutions and school systems.

The Center is an educational institution engaged in a continuous and fruitful cycle of turning ideas into action, and action into ideas. We teach, and as we teach, we learn. Then we act on what we learn, developing new views of leadership, new assessment techniques, programs and strategies that respond to the evolving challenges faced by leaders and their organizations.

Training Services

CCL training programs provide leaders with the time, tools and environment needed to gain a comprehensive, accurate view of themselves, and to set personal development goals and begin working toward them. Typically, CCL's leadership development programs are built on a model of assessment, challenge and support. We combine 360-degree feedback, individual assessment and personalized attention in a safe, confidential environment designed to encourage candor, self-examination and experimentation with new behaviors vital to development. These courses can be conducted at the client site as well as the CCL campuses given sufficient enrollment.

Participants are pushed to explore their strengths and identify their development needs in special activities, breakout sessions and simulations that replicate real-world challenges without the real-world consequences for failure. The result is creative exploration, insight and experiential learning that has time and again helped to inspire

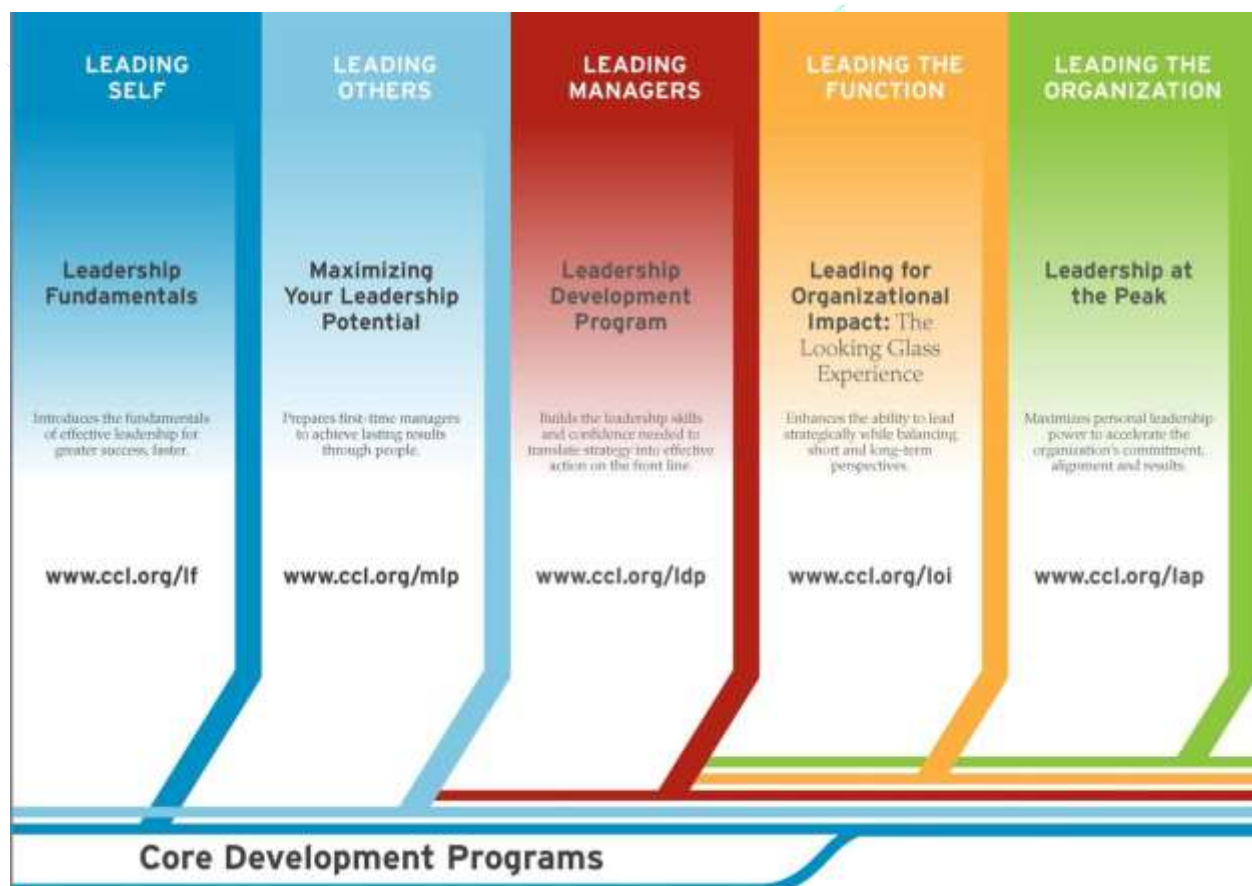
executives and managers and to revitalize and focus their businesses and organizations.

Leadership Development Programs: Instructor Led Training ~ Open-Enrollment

CCL offers a dynamic portfolio of open-enrollment programs at our campuses. Some 5,000 participants attend these programs each year. CCL's open-enrollment programs can be segmented into two areas: core programs and specialized skill development programs.

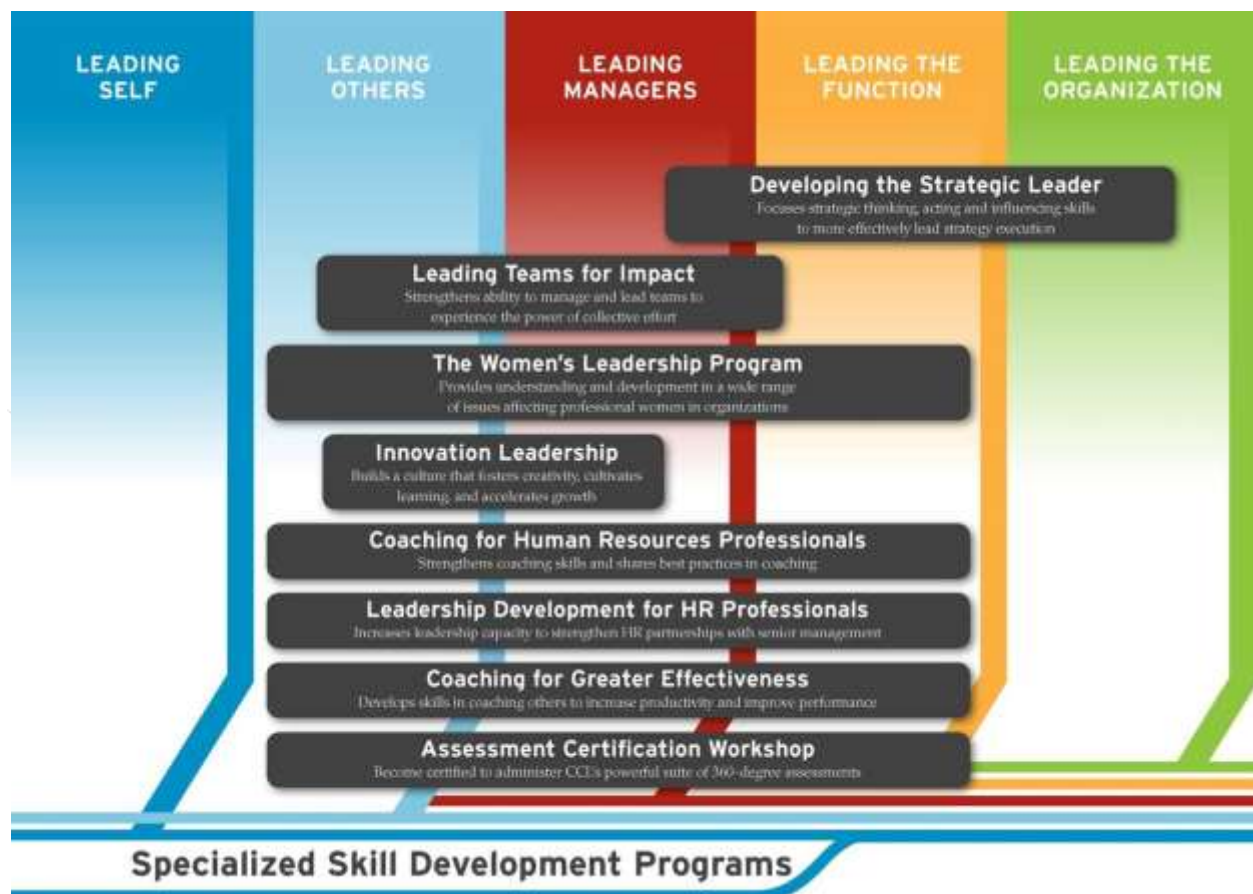
Core Programs

Build the most critical skills for success of each leader-level.



Specialized Skill Development Programs

Give leaders an immersion into specific leadership topics.



Products: Off-the-Shelf and Customizable ~ Assessments

In the 1970s, CCL pioneered the use of the 360-degree assessment. Today, CCL offers a wide array of assessments that identify behaviors and provide increased awareness for development and organizational change. With an exclusive focus on development and nearly 50 years of research, you and your organization can rely on our time-tested and continuously validated assessment tools. CCL understands what your organization needs and we deliver tools that:

- Fit into existing organizational development programs
- Offer observable and measurable results
- Provide options for standard and customized assessments that can be implemented throughout multiple levels of an organization
- Align individual performance with the objectives of the team and the entire organization.

Our assessments are flexible and user-friendly. They are time-tested and trusted, giving you results you can count on. CCL's assessment instruments have earned an unparalleled reputation for effectiveness among leading organizations around the world.

- CCL Assessment Suite
- Additional 360 Assessment
- Team & Organizational Assessment

Customized Services: Course Development and Instructor Led Training

Integrating individual leader development needs with long-term, enterprise-wide leadership practices is a critical piece of organizational development. CCL's customized course development services help organizations make that connection in a way that addresses both current mission challenges and future organizational direction. The Center's custom solutions are about the future of leadership development. Our custom initiatives involve:

- Creativity *and* results,
- Depth *and* breadth,
- Long-term strategy *and* present-day challenges.

We address individual leader development needs while establishing systematic, integrated leadership development practices within organizations. Much of our custom work stems from collaborative relationships with our client organizations and involves initiatives that evolve over time.

Clients often build on the experience and results of initial programs by engaging CCL in multi-phase, multi-year, intensive solutions. We apply a unique perspective - an unwavering focus on developing leaders and organizational leadership - to our clients' challenges, strategies, cultures and people.

In Summary

CCL is comprised of highly skilled and qualified individuals with the shared goal of educating our clients to realize the benefits of improving their productivity, performing well within their organizations, and implementing improved leadership systems. CCL goes to great lengths to ensure that we provide quality training services that meet our client's expectations.

CUSTOMER INFORMATION

1a. Special Item Numbers:

333318TDTM: Off-the-Shelf Training Devices and Training Materials Off-the-Shelf Training Devices

611430: Professional and Management Development Training Services

611512: Flight Training

OLM: Order-Level Materials (OLMs)

1b. Lowest priced model and lowest unit prices: Prices shown in pricelist are net. See pages 12 – 34.

1c. Labor Category Descriptions: See labor category descriptions beginning on page 10.

2. Maximum Order: \$1,000,000

3. Minimum Order: \$100

4. Geographic Coverage: Worldwide.

5. Points of Production: Greensboro, Guilford County, NC 27410
Colorado Springs, El Paso County, CO 80905
La Jolla, San Diego County, CA 92037

6. Statement on Net Price: Prices shown in pricelist are net.

7. Quantity Discounts: See Pricing beginning on page 12. When orders exceed the Maximum Order Limit (MOL), CCL will negotiate with the federal government activities.

8. Prompt Payment Terms: Net 30. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign Items: N/A

10a. Time of Delivery: 30 days ARO or as negotiated with the ordering activity.

10b. Expedited Delivery: To be negotiated with the ordering activity.

10c. Overnight and Two-day Delivery: To be negotiated with the ordering activity.

10d. Urgent Requirements: To be negotiated with the ordering activity.

11. F.O.B Points: Destination

12a. Ordering Address:

Center for Creative Leadership
One Leadership Place
Greensboro, NC 27410-9427

12b. Ordering Procedures:

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (www.gsa.gov).

13. Payment Address:

Center for Creative Leadership
One Leadership Place
Greensboro, NC 27410-9427
Attn: Accounts Receivable

14. Warranty Provision:

The Center for Creative Leadership stands behind its Products and Services as being accurate and complete to fulfill the SOW requirements issued by federal government ordering activities.

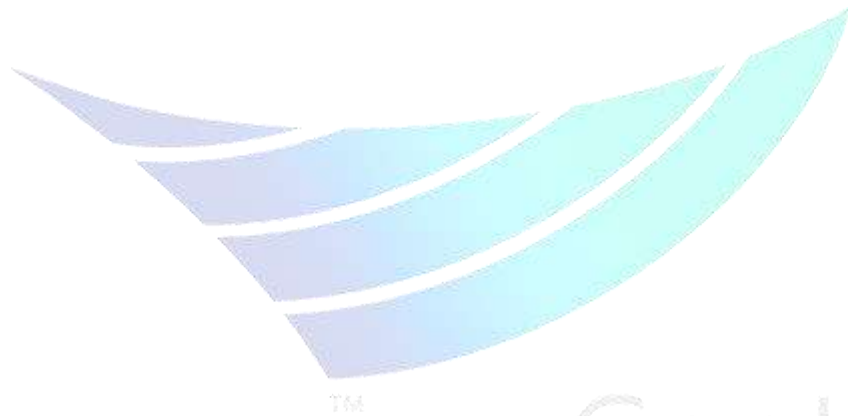
15. Export Packing Charges: N/A

16. Terms and conditions of rental, maintenance, and repair: N/A

17. Terms and conditions of installation: N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discount from list prices: N/A

- 18b. **Terms and conditions for any other services:** N/A
- 19. **List of service and distribution points:** N/A
- 20. **List of participating dealers:** N/A
- 21. **Preventive Maintenance:** N/A
- 22a. **Environmental Attributes:** N/A
- 22b. **Section 508 Compliance:** N/A
- 23. **Unique Entity Identifier (UEI) number:** L9N3RA7X3RM1
- 24. **Notification regarding registration in System for Award Management (SAM) database:** CCL is registered.



Center for
Creative
Leadership®

Customized Services: Course Development and Instructor Led Training

LABOR CATEGORY DESCRIPTIONS

Senior Leadership Trainer

Functional Responsibility

Responsible for training individuals and organizations in addressing organizational and leadership challenges. Leads and develops courses in individual leadership development needs while establishing systematic, integrated leadership development practices within organizations. Primarily responsible for developing and teaching management expertise, leadership development, curriculum and course design, and organizational and business practice improvements in support of client activities in leadership development, strategic leadership initiative planning, competency achievement and leadership process management. Assists in the development of custom leadership programs for private and public sector organizations. Highly experienced in teaching how to translate strategic leadership development plans into tangible actions, developing leadership resources, creating continuous improvement strategies and assisting clients in creating a high-performance workforce.

Position Qualifications

Senior Leadership Trainer II ~ Masters Degree and a minimum of 15 years experience.

Senior Leadership Trainer I ~ Masters Degree and a minimum of 12 years experience.

Senior Assessment Trainer

Functional Responsibility

Responsible for providing and analyzing a wide array of assessments and performance tools that identify behaviors and provide increased self-awareness for leadership development and organizational change. Assesses and pinpoints processes that can be modified or enhanced through learning to build and sustain effective leadership at every level of an organization. Highly experienced in a wide range of programs and services in the areas of leadership training, executive development, classroom training and facilitation, assessment results interpretation and delivery and managerial assessment for senior managers and executives. Provides feedback from the results of various assessment tools, personal surveys, and observations to senior and high-potential individuals responsible for providing leadership and organizational change.

Position Qualifications

Senior Assessment Trainer II ~ Masters Degree and a minimum of 14 years experience.

Senior Assessment Trainer I ~ Masters Degree and a minimum of 10 years experience.

Leadership Trainer

Functional Responsibility

Responsible for teaching individuals and organizations how to address organizational and leadership challenges. Teaches individual leadership development while establishing systematic, integrated leadership development practices within organizations. Primarily responsible for developing and providing management training, leadership development, curriculum and course design, and organizational and business practice improvements in support of client activities in leadership development, strategic leadership initiative planning, competency achievement and leadership process management. Assists in the development of custom leadership programs for private and public sector organizations.

Position Qualifications

Leadership Trainer IV ~ Masters Degree and a minimum of 6 years experience.

Leadership Trainer III ~ Masters Degree and a minimum of 4 years experience.

Leadership Trainer II ~ Masters Degree and a minimum of 3 years experience.

Leadership Trainer I ~ Masters Degree and a minimum of 2 years experience.

Project Manager

Functional Responsibility

The Project Manager provides day-to-day direction and control of projects and provides guidance to project teams, monitors the progress of tasks and deliverables, tracks and reports project status, and ensures that all critical project issues are addressed. Experienced in all aspects of leadership training and executive development. Manages contractual relationship with clients, provides advice, assistance, and guidance in support of organizational improvement efforts relating to leadership development, curriculum and course design, and organizational and business practice improvements. Conducts quality assurance reviews for all aspects of key projects.

Position Qualifications

Project Manager I ~ Bachelors Degree and a minimum of 6 years experience.

Customized Services: Labor Category Rates ~ Course Development and Instructor Led Training

Labor Category	GSA Price Daily Rate
Senior Leadership Trainer II	\$6,800.00
Senior Leadership Trainer I	\$4,533.00
Senior Assessment Trainer II	\$5,621.00
Senior Assessment Trainer I	\$2,810.00
Leadership Trainer IV	\$1,133.00
Leadership Trainer III	\$793.00
Leadership Trainer II	\$453.00
Leadership Trainer I	\$408.00
Project Manager I	\$906.00

INSTRUCTOR LED TRAINING ~ OPEN-ENROLLMENT PROGRAMS

Course Descriptions and Prices

Course Title	GSA Price per participant
Core Programs	
Leadership at the Peak	\$9,685.00
Leading for Organizational Impact: The Looking Glass Experience	\$5,993.00
Leadership Development Program (LDP)*	\$6,710.00
Maximizing Your Leadership Potential	\$3,488.00
Leadership Fundamentals	\$1,697.00
Specialized Skill Development Programs	
Leading Strategically	\$6,769.00
Leading Teams for Impact	\$4,715.00
Coaching for Greater Effectiveness	\$3,528.00
Coaching for Human Resources Professionals (CHRP)	\$3,394.00
Leadership Development for Human Resource Professionals (LDHRP)	\$5,440.00
Assessment Certification Workshop (ACW)	\$1,697.00
Women's Leadership Experience	\$8,070.00

Title of Course:	Leadership at the Peak	Length of Course (# of Hrs/Days):	5 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$9,685.00	Maximum Number of Participants:	12

Description of Class

Leadership at the Peak is a once-in-a-career opportunity to maximize your personal leadership power to accelerate your organization's commitment, alignment and results.

Leadership at the Peak is for leaders of the enterprise, including military and civilian government. It is designed exclusively for C-level and senior executives in the top three tiers of the organization: Those with more than 15 years of management experience and leadership responsibility for 500 or more people. To ensure participants have the optimum background to benefit from the program, admission is by application only.

Outcomes

The highly personalized Leadership at the Peak gives you powerful data and experiences to help you lead the organization. As a result you will:

- Learn how key stakeholders rate your leadership effectiveness and how you compare with other senior executives.
- Strengthen your external influence skills with partners and other critical constituencies.
- Enhance your executive image and communication skills.
- Validate or recast your organizational vision.
- Broaden your network of senior executive colleagues.
- Learn to balance and sustain your energy for the work of leadership.
- Develop clear action plans.

Title of Course:	Leading for Organizational Impact: The Looking Glass Experience	Length of Course (# of Hrs/Days):	5 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$5,993.00	Maximum Number of Participants:	24

Description of Class

Leading for Organizational Impact enhances your ability to lead while balancing short-term and long-term strategic perspectives. With the advantage of a comprehensive, global, day-in-the-life business simulation, you'll gain a clear view of how your leadership impacts organizational outcomes.

Leading for Organizational Impact is for senior managers and executives who lead a function or division. Their scope may be local, regional or global.

Outcomes

By completing Leading for Organizational Impact: The Looking Glass Experience, you will be better equipped to:

- Gain a more complete view of yourself, including strengths
- Leverage leadership to impact organizational outcomes
- Balance tactical concerns with strategic possibilities
- Effectively communicate at all levels
- Set specific goals for yourself

Title of Course:	Leadership Development Program (LDP)®	Length of Course (# of Hrs/Days):	5 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$6,710.00	Maximum Number of Participants:	24

Description of Class

The Leadership Development Program is designed to address the leadership tensions inherent in leading in what CCL calls the “middle zone” – a leader of managers. LDP builds the skills and confidence you need to build commitment and translate strategy into effective action.

LDP is for experienced managers who work in the "middle zone" of the organization. These managers are responsible for leading other managers and/or senior professional staff. They are operational, group or department managers who have several management-level direct reports and work with multiple peers, often across functions.

Outcomes

By applying the lessons of LDP, managers will be better equipped to handle the tensions and ever-shifting dynamics of leading in the middle zone. They will:

- Bridge the gap between senior management and the front line.
- Collaborate across the organization.
- Manage complexity.
- Leverage the experience gained from multiple life roles.
- Build resiliency for themselves and others.

Title of Course:	Maximizing Your Leadership Potential	Length of Course (# of Hrs/Days):	3 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$3,488.00	Maximum Number of Participants:	24

Description of Class

Maximizing Your Leadership Potential addresses your specific leadership challenges and prepares you to achieve results by leading others.

Maximizing Your Leadership Potential is for first-time managers — managers of individual contributors. They may have been recently promoted or are experiencing new pressures within a current management role.

Outcomes

Maximizing Your Leadership Potential provides first-time managers and supervisors with practical steps they can take to:

- Increase the commitment and engagement of the team.
- Build sustainable relationships and increase productivity.
- Leverage the power of conflict.
- Influence others by connecting their motivations and needs to the needs of the project.

Title of Course:	Leadership Fundamentals	Length of Course (# of Hrs/Days):	2 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$1,697.00	Maximum Number of Participants:	50

Description of Class

Leadership Fundamentals is a dynamic, two-day program designed specifically for top-tier individual contributors who don't currently have direct reports, but who do work on project teams and informally lead or influence others. It will help define personal leadership style and give a better understanding of how individuals can apply that style in their job as well as other aspects of their life.

Outcomes

The participants sent to Leadership Fundamentals will power up their leadership skills so they can:

- Accomplish high-quality work faster, through alliances and networks.
- Learn to apply a range of techniques to influence others.
- Build strategic relationships that increase motivation of peers and teams.
- Stretch outside of established comfort zones to solve problems and think creatively.
- Gain a more accurate picture of their leadership brand and learning style.
- Develop clear action plans that drive results.

Title of Course:	Leading Strategically	Length of Course (# of Hrs/Days):	5 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$6,769.00	Maximum Number of Participants:	24

Description of Class

In Developing the Strategic Leader you will better understand your leadership strengths and weaknesses and will explore the organizational learning processes inherent in strategy development and implementation. Through an intensive organizational simulation, you will be able to experience the challenges of strategic learning and leadership — balancing the complex, long-term and visionary aspects of leadership while managing the day-to-day operations.

The program is designed for upper-level executives and senior leaders whose work has long-term strategic implications for their organizations.

The program philosophy assumes the strategy process extends to all senior leaders who work with key organizational issues; therefore, it is designed for a broad array of senior leaders, not just the CEO and the executive team.

Outcomes

- Understand and apply a framework for strategic leadership to guide your personal development, as well as the development of your teams and organization.
- Learn ways to build and sustain strategic leadership capacity in your team and in your organization.
- Determine how to enhance the learning processes necessary for effective strategy making and strategy implementation within your organization.
- Increase appreciation of the impact of organizational context, culture and systems on strategic leadership.
- Apply frameworks to address the strategy/execution gap and the balancing of short-term and long-term pressures.
- Create a personal agenda for self-improvement and set goals to enhance strategic leadership throughout the organization.
- Take the perspective of being a strategic leader versus a tactical manager.

Title of Course:	Leading Teams for Impact	Length of Course (# of Hrs/Days):	4 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$4,715.00	Maximum Number of Participants:	20
<p>Description of Class</p> <p>Leading Teams for Impact teaches leaders and team members research-proven ways to overcome challenges and achieve successful outcomes.</p> <p>Leading Teams for Impact is for any leader in charge of maximizing team performance, including cross-functional and virtual teams, or leaders who are responsible for creating team-based organizational systems. It is also geared for team members who can influence leadership and collaboration on their teams.</p> <p>Outcomes</p> <p>As a result of applying the lessons from this program, you will lead your team to achieve the following outcomes:</p> <ul style="list-style-type: none"> • Demonstrate commitment to team success by delivering results despite external pressures and work responsibilities. • Share responsibility for effective group dynamics, trust building and conflict resolution. • Meet the changing - and often complex - needs of a co-located, virtual, or dispersed team. • Influence others within the organization, so that the team can achieve greater results. <p>Additionally, you will:</p> <ul style="list-style-type: none"> • Develop strategies to apply lessons learned within your own team. • Understand how your own behavior contributes to team performance. • Learn how to make trust and open dialogue a shared responsibility of each team member - and quickly bring to the surface and resolve conflicts and differences among team members. • Review skills that enhance your ability to more effectively lead virtual or dispersed teams. • Learn to employ a research-based framework to assess the needs, characteristics and dynamics of a team. • Learn a variety of tools to better leverage your team. 			

Title of Course:	Coaching for Greater Effectiveness	Length of Course (# of Hrs/Days):	3 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$3,528.00	Maximum Number of Participants:	24

Description of Class

Coaching for Greater Effectiveness can show you how to help employees develop and where to start.

You will work intensively with a coach, one-to-one and in small groups. Using the Center's framework of assessment, challenge and support, you will learn how to build the coaching relationship to more effectively develop the skills of others. Multiple videotaped coaching sessions allow you to more closely examine your coaching style and abilities and build new skills.

The program is designed for individuals responsible for managing, developing, coaching or leading others.

Outcomes

- Learn the essentials of coaching by using CCL's unique framework, along with new coaching skills that can be put to immediate use.
- Participate in a combination of small group interaction and videotaped practice sessions. Coaches work closely with small groups throughout the program and a high instructor-to-participant ratio (1:4) provides a focused and feedback-rich learning environment.
- Build a results-driven development plan using a powerful peer coaching process that is overseen by experienced CCL faculty.
- Learn more about yourself and others. You will understand the importance of managing the coaching relationship - as well as how your personal preferences affect coaching outcomes. And you will increase your understanding of others' personalities and learning styles to enable you to better coach them.
- Learn how to adapt your coaching style to individual styles and circumstances.
- Participate in a follow-up coaching session, conducted by telephone 30 to 45 days after the program, to reinforce and extend classroom learning.

Title of Course:	Coaching for Human Resource Professionals	Length of Course (# of Hrs/Days):	3 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$3,394.00	Maximum Number of Participants:	24

Description of Class

The best and most successful human resource professionals learn early on how to gain and use influence to become more of a strategic partner, to determine where the organization is headed and to use the human resources function to guide the way. Coaching for Human Resource Professionals can help you get there.

This program helps you strengthen your own leadership skills and learn how to build the coaching relationship to develop the skills of others. Using the Center's framework of assessment, challenge and support, you will work intensively with a coach, one-to-one and in small groups. Multiple videotaped coaching sessions allow you to more closely examine your coaching style and abilities, learn new skills and effectively build a climate for coaching within your organization.

Developed through a collaboration between CCL and the Society for Human Resource Management (SHRM), the program is designed for mid- to executive-level Human Resource Professionals who are responsible for coaching others and/or creating a coaching environment in their organization.

Outcomes

- Learn the essentials of coaching by using CCL's unique framework, along with new coaching skills that can be put to immediate use, in a program that's specifically focused on internal human resource professionals.
- Participate in a combination of small group interaction and videotaped practice sessions. Coaches work closely with small groups throughout the program, and a high instructor-to-participant ratio (1:4) provides a focused and feedback-rich learning environment during the entire program.
- Build a results-driven development plan using a powerful peer coaching process that is overseen by experienced CCL faculty.
- Learn more about yourself and others. You will understand the importance of managing the coaching relationship, as well as how your personal preferences affect coaching outcomes. And you will increase your understanding of others' personalities and learning styles to enable you to better coach them.
- Identify coaching's greatest impact and opportunity and gain strategies for creating a coaching environment within your organization that is fully adaptable to individual styles and circumstances.
- Develop new insights about the boundaries and ethics in the coaching relationship.
- Participate in a post-program follow-up session, conducted by telephone, to reinforce and extend classroom learning.
- Network with other human resource professionals to strengthen critical skills and explore the challenges that others face.

Title of Course:	Leadership Development for HR Professionals	Length of Course (# of Hrs/Days):	4 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$5,440.00	Maximum Number of Participants:	24

Description of Class

The Leadership Development for Human Resource Professionals program, developed through collaboration between CCL and the Society for Human Resource Management (SHRM), prepares you to become a more effective leader of people and processes. It focuses on self-awareness, proven methods of building leadership skills, and ways you can positively impact the organization's strategy.

The program is designed for experienced human resource professionals and executives interested in improving their individual leadership performance.

Outcomes

- Gain the self-awareness and confidence needed to execute HR leadership responsibilities.
- Identify and manage strengths and developmental needs through constructive feedback from peers and a confidential, one-to-one session with a certified CCL executive coach.
- Explore your role as a cultural steward and understand your role in facilitating organizational change.
- Stimulate personal and career growth through self-directed development through a targeted developmental experience with other Human Resource professionals.
- Develop a plan of action to address a complex organizational HR challenge.

Title of Course:	Assessment Certification Workshop	Length of Course(# of Hrs/Days):	2 days
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$1,697.00	Maximum Number of Participants:	24

Description of Class

In this workshop, you will receive the certification that's required to administer all 360-degree assessments in the CCL Assessment Suite, including Benchmarks®, 360 BY DESIGN®, Executive Dimensions® and Prospector®. You will have the opportunity to conduct practice feedback sessions in a safe, low-risk environment - and will be able to exchange ideas and experiences with your peers in the field.

CCL works with clients who share our values of providing the best possible development experience both for the leaders who will receive the feedback results and for their organizations.

The Assessment Certification Workshop uses a mix of hands-on experiences, pre-program work and classroom presentations to ensure that you know how to structure, design and implement a state-of-the-art assessment process.

The workshop is designed for human resource managers, executive coaches and consultants who want to facilitate feedback using products from the CCL Assessment Suite.

Outcomes

During this program, participants:

- Learn about assessment research origins and the latest CCL research.
- Discover the most effective ways to use assessment tools, and understand how they can fit into an organization's leadership development approach.
- Learn to read, analyze and interpret feedback reports for others.
- Learn how to assist others in development planning.
- Improve your own feedback skills by facilitating, observing and participating in feedback exercises with fellow workshop participants
- Increase your knowledge of best practices through discussions with CCL staff and peers.
- Have the opportunity to complete pre-program work to enhance your learning experience. Completing Benchmarks prior to attending the workshop allows you to explore the tool using your own results in addition to sample data.
- Receive comprehensive facilitator's manuals and other publications including *FYI For Your Improvement™* to assist you in working with individuals who are completing CCL assessments and are working on development planning.

Title of Course:	Women's Leadership Experience	Length of Course (# of Hrs/Days):	5 days plus 3 months*
Total Price of Course:	Based on number of attendees.	Minimum Number of Participants:	1
Price Per Participant (GSA) [Includes IFF]	\$8,070.00	Maximum Number of Participants:	24
<p>Description of Class</p> <p>Kick some glass and shatter your limitations. Our multi-phased Women's Leadership Experience is a bold three-month development engagement designed to equip women who are already proven leaders with the knowledge and skills needed to have greater impact and broader influence within their organizations.</p> <p>There is no one formula for being an effective leader. And for women, leadership potential can be additionally complicated by the infamous glass ceiling.</p> <p>The program is designed for women with upper-management and leadership experience. Admission is by application only.</p> <p>Challenges Addressed</p> <ul style="list-style-type: none"> • Establishing credibility. • Managing up & across the organization. • Negotiating adeptly & influencing others. • Developing competencies in managing organizational complexity, strategic thinking & acting <p>Outcomes</p> <p>This highly personalized experience gives you powerful data and experiences to help you lead the organization. You will:</p> <ul style="list-style-type: none"> • Gain clarity on how others perceive you as a leader. • Develop behaviors that align with & support personal leadership brands & career direction. • Exert greater influence over the choices made. • Navigate complex relationships. • Build & leverage strategic networks to engage authentically. • Implement personal leadership strategy. • Manage up & across the organization. • Develop competencies in managing organizational complexity, strategic thinking & acting. • Development of a personalized action plan for continued development. <p>*3 days classroom, followed by 3 months virtual learning, then 2 more days classroom</p>			

PRODUCTS: OFF-THE-SHELF AND CUSTOMIZABLE ~ ASSESSMENTS

CCL Assessment Suite

Description	Brand Name	Unit of Issue	GSA Price
SKILLSCOPE® A straightforward 360-degree feedback tool that assesses 15 key job-related skills essential for managerial success. Version 1.0.3.	SKILLSCOPE		
Quantity 1 - 10	SKILLSCOPE	Per participant	\$149.00
Quantity 11 - 25	SKILLSCOPE	Per participant	\$140.00
Quantity 26 - 50	SKILLSCOPE	Per participant	\$131.00
Quantity 51 - 100	SKILLSCOPE	Per participant	\$121.00
Quantity 101 - 200	SKILLSCOPE	Per participant	\$111.00
Quantity 201+	SKILLSCOPE	Per participant	\$101.00
Group Profile	SKILLSCOPE	Each	\$182.00

Creative
Leadership®

Team and Organizational Assessments

Description	Brand Name	Unit of Issue	GSA Price
KEYS® to Creativity and Innovation Kick start your innovation efforts with a realistic view of the management practices that drive or suppress innovation. KEYS is an organizational survey that assesses the climate for creativity and innovation that exists in a work group, division or organization. It measures specific management practices that impact the work environment. Version 1.	<i>KEYS to Creativity and Innovation</i>		
Base Project includes: <ul style="list-style-type: none"> • Up to 100 invitations sent on same start date • User's Guide • Overall Report (PDF) • Up to 2 comparison reports (PDF) • Sample debrief presentation • Assessment administration 	<i>KEYS to Creativity and Innovation</i>	Per project	\$1,874.00
Additional Invitations in Same Project:			
Quantity 101-500	<i>KEYS to Creativity and Innovation</i>	Per invitation	\$14.00
Quantity 501+	<i>KEYS to Creativity and Innovation</i>	Per invitation	\$11.00
Additional Reports	<i>KEYS to Creativity and Innovation</i>	Per report	\$70.00

Description	Brand Name	Unit of Issue	GSA Price
Benchmarks by Design with CCL Compass Benchmarks® by Design™ is a 360-degree assessment that can be tailored to reflect the competencies important to your organization. Choose from CCL's Benchmarks by Design library of over 90 competencies and derailment factors to design a targeted feedback experience for any leader level. When paired with CCL Compass™ — a cutting-edge online tool that brings data to life — feedback reports that are confidentially discussed with a facilitator are also transformed instantly into action plans designed for leaders of any level.	<i>Benchmarks with Compass</i>		
Quantity 1 -10	<i>Benchmarks with Compass</i>	Per participant	\$356.00
Quantity 11 - 25	<i>Benchmarks with Compass</i>	Per participant	\$342.00
Quantity 26 - 50	<i>Benchmarks with Compass</i>	Per participant	\$327.00
Quantity 51 - 100	<i>Benchmarks with Compass</i>	Per participant	\$313.00
Quantity 101 - 200	<i>Benchmarks with Compass</i>	Per participant	\$299.00
Quantity 201+	<i>Benchmarks with Compass</i>	Per participant	\$285.00
Group Profile	<i>Benchmarks with Compass</i>	Each	\$281.00

Description	Brand Name	Unit of Issue	GSA Price
<p>Benchmarks for Managers with CCL Compass</p> <p>Benchmarks® for Managers™ is a comprehensive 360-degree assessment for middle-to upper-level managers that measures 16 competencies critical for success, as well as 5 possible career derailers. This in-depth analysis of observable behaviors provides managers with a solid assessment of their leadership competencies. And, now it includes CCL Compass™. Thanks to the versatile power of CCL Compass™ — a cutting-edge online tool that brings data to life — managers can identify personal areas that need strengthening and then instantly pursue effective strategies based on work experiences, and also confront possible career-stalling problems.</p>	Benchmarks for Managers		
Quantity 1 -10	Benchmarks for Managers	Per participant	\$356.00
Quantity 11 - 25	Benchmarks for Managers	Per participant	\$342.00
Quantity 26 - 50	Benchmarks for Managers	Per participant	\$327.00
Quantity 51 - 100	Benchmarks for Managers	Per participant	\$313.00
Quantity 101 - 200	Benchmarks for Managers	Per participant	\$299.00
Quantity 201+	Benchmarks for Managers	Per participant	\$285.00
Group Profile	Benchmarks for Managers	Each	\$281.00

Description	Brand Name	Unit of Issue	GSA Price
Benchmarks for Learning Agility with CCL Compass Benchmarks for Learning Agility is a 360-degree assessment that provides feedback on the skills most often found in successful leaders and the learning behaviors needed to acquire those skills. It measures learning agility and capacity for new skill adoption. Paired with CCL Compass™ — a cutting-edge online tool that brings data to life — feedback on an individual's willingness to learn from growth opportunities is instantly turned into personally relevant action plans that increase leadership agility	<i>Benchmarks for Learning Agility</i>		
Quantity 1 -10	<i>Benchmarks for Learning Agility</i>	Per participant	\$285.00
Quantity 11 - 25	<i>Benchmarks for Learning Agility</i>	Per participant	\$271.00
Quantity 26 - 50	<i>Benchmarks for Learning Agility</i>	Per participant	\$257.00
Quantity 51 - 100	<i>Benchmarks for Learning Agility</i>	Per participant	\$243.00
Quantity 101 - 200	<i>Benchmarks for Learning Agility</i>	Per participant	\$229.00
Quantity 201+	<i>Benchmarks for Learning Agility</i>	Per participant	\$215.00
Group Profile	<i>Benchmarks for Learning Agility</i>	Each	\$281.00

Description	Brand Name	Unit of Issue	GSA Price
Benchmarks for Executives with CCL Compass Designed to reveal how your top leaders compare to the highest-level leaders in CCL's exclusive database, Benchmarks® for Executives™ is the premier 360-assessment for executives and senior directors. With the addition of CCL Compass™ — a cutting-edge online tool that brings data to life — feedback reports can now be instantly transformed into uniquely insightful action plans.	<i>Benchmarks for Executives with CCL Compass</i>		
Quantity 1 -10	<i>Benchmarks for Executives with CCL Compass</i>	Per participant	\$398.00
Quantity 11 - 25	<i>Benchmarks for Executives with CCL Compass</i>	Per participant	\$384.00
Quantity 26 - 50	<i>Benchmarks for Executives with CCL Compass</i>	Per participant	\$370.00
Quantity 51 - 100	<i>Benchmarks for Executives with CCL Compass</i>	Per participant	\$356.00
Quantity 101 - 200	<i>Benchmarks for Executives with CCL Compass</i>	Per participant	\$342.00
Quantity 201+	<i>Benchmarks for Executives with CCL Compass</i>	Per participant	\$327.00
Group Profile	<i>Benchmarks for Executives with CCL Compass</i>	Each	\$281.00

Description	Brand Name	Unit of Issue	GSA Price
Skillscope with CCL Compass Ideal for organizations new to the 360-degree assessment process, Skillscope® provides straightforward and practical feedback on job-related skills. Easy to complete and simple to interpret, Skillscope can be used with supervisors and managers as well as individual contributors. When paired with CCL Compass™ — a cutting-edge online tool that brings data to life — feedback from a 98-item checklist is instantly transformed into clear and relevant action plans that build on strengths while addressing development needs.	Skillscope with CCL Compass		
Quantity 1 - 10	Skillscope with CCL Compass	Per participant	\$196.00
Quantity 11 - 25	Skillscope with CCL Compass	Per participant	\$182.00
Quantity 26 - 50	Skillscope with CCL Compass	Per participant	\$168.00
Quantity 51 - 100	Skillscope with CCL Compass	Per participant	\$154.00
Quantity 101 - 200	Skillscope with CCL Compass	Per participant	\$140.00
Quantity 201+	Skillscope with CCL Compass	Per participant	\$126.00
Group Profile	Skillscope with CCL Compass	Each	\$182.00

Services by Request

Description	Brand Name	Unit of Issue	GSA Price
Express scoring/shipping: For requests to score/ship reports in less than 5 business days.	360 Assessments	Per Participant	\$75.00
Rescore: <ul style="list-style-type: none"> To include additional data (only when rater anonymity is not compromised) To transfer data from one rater category to another (only when rater anonymity is not compromised and with rater approval). 	360 Assessments	Per request	\$93.70

TM

Center for
Creative
Leadership®

Incentive Programs

Program 1 - Alumni Referral Program

Purpose: Implement a referral program benefit for CCL program alumni to encourage and incent peers, direct reports or superiors to attend a CCL Open Enrollment program.

How: All CCL Open Enrollment program alumni would have access to a discount of up to 5% of the OE program tuition price that the alumni could pass along to someone who has not attended a CCL Open Enrollment program before. Usage of the 5% discount is limited to 5 referred people per year per alumni. The non-alumni recipient of the discount would receive their tuition discount upon sharing the discount code as part of their registration process over the phone with a CCL advisor. The discount codes will be available to all alumni via their alumni community resource pages and can also be obtained through speaking with any CCL Advisor. The discount must be redeemed at the time of registrations by speaking with a CCL advisor and is not available for online or postal registrations.

Program 2 - Repeat Attendance Program

Purpose: Encourage and reward CCL Open Enrollment program alumni who continue their leadership journey through attendance of additional CCL Open Enrollment programs.

How: CCL would give all Open Enrollment program alumni a repeat attendance tuition discount. The discount would vary based on the number of programs a person attends. Alumni attending more than one CCL Open Enrollment program can qualify for up to a maximum discount of 15% off the price of each individual Open Enrollment registration. The discount can be obtained at the time of registration by speaking to a CCL Advisor and asking for the alumni repeat attendance discount.

Program Rules:

Referral benefit and repeat attendance benefits can not be combined with each other or other offer/discounts*

Incentives only apply to CCL Open Enrollment programs offered at CCL locations. (Incentives can not be applied to programs run by or at CCL Network Associate partners.)

Receipt of tuition discounts requires the applicant to call CCL to register for their program and request the discount at the time of registration

Alumni benefits are only available to alumni of CCL Open Enrollment programs

*GSA eligible attendee's can combine either the alumni referral or the repeat attendance benefit with the price discount established in the published GSA Open Enrollment program pricing table.