

Reloveution's Professional Development Initiatives

Reloveution designs and facilitates transformational learning and community experiences that help your leaders and managers (both current and emerging) build the skills, mindsets, confidence, knowledge, and community they need to succeed in the modern world of work. We see ourselves as partners in your culture and leadership transformation efforts, and customize our services and packages based on your needs, your humans, and your culture. You can read about our core values and the ethics that guide our work [here](#).

Below you will find information about the *typical* components of the professional development initiatives we create for organizations, including details about how we price and the value we add. We can always add, adjust, or customize. Check out [page four](#) of this document for examples of projects.

Please note that the prices represented here are our base-rates and **do not include** costs for facilitator travel, program or printed materials, venue, or any other expenses related to in-person events. These factors should be considered when creating your budget! If travel of more than 2 hours is required for the experience, the day rate automatically applies.

Workshops & Live Learning Labs

Your team selects learning topics based on the needs and preferences of your group, and we design a powerful learning experience where participants learn, explore, apply, and practice new skills related to that topic. In all of our workshops, we prioritize collaboration over lecture, the lived experience of participants over our own, and real-life examples over hypothetical case studies. [Our current list of topics is here](#). Read more about our facilitation philosophy on [page two](#) of this document.

Workshops and Live Learning Labs can be offered virtually or in-person, and each topic can generally be delivered in 1.5-2 hours. We can combine and/or stack topics based on your preferences. You can have up to 30 people in any workshop without incurring an additional fee. When there are more than thirty people, we bring on a second facilitator to support the space.

1.5-2hr Workshop: \$3,000

Day Rate (for any experiences more than 3 hours): \$5,750

3hr Workshop: \$3,500

2-Day Intensive: \$10,500

Extra Facilitator: +20%

Virtual Coaching

We have a diverse portfolio of leadership, management, business, wellness, DEI, and life coaches on our team, and your people can choose the person that best meets their professional needs. Coaching can be purchased per person (i.e., Sally gets four sessions in the next six months) or as an on-demand package for your team (i.e., we have fifty sessions that we can all use in the next year as we need them). Coaching must be purchased as a package, and sessions are use-them-or-lose-them.

One-Time Portal Set-Up Fee: \$500

60min Session Average: \$300

10 Sessions: \$2,850

20 Sessions: \$5,700

50 Sessions: \$13,500

Assessments

Our team includes certified practitioners in the following assessments: Energy Leadership Index Assessment, DiSC, Myers Briggs, Enneagram, and 360 Reviews. We see these as great conversation starters for professional development initiatives but NOT the be-all-end-all. We discourage using any assessment to establish absolute truths about human beings.

When we do assessments, we require at least one "debrief" session with the group who took the assessment and we encourage at least one 1:1 session with a coach. **All assessments are priced per person, with costs dependent on the selected tool.**

Community Building & Fun

Everything we do aims to center the community that comes together to learn, and teams might also decide to include one or several sessions for building community, getting to know each other and strengthening relationships.

1.5-2hr Community Building Session: \$3,000

These can be combined with any of our full- or multi-day experiences

Expected Outcomes

While the outcomes from any professional development initiative will vary based on the components you select and the duration/depth of the experience you create, we expect participants to:

- be more committed to you and your organization in the long-term
- develop a stronger philosophical foundation for authentically leading and managing
- develop concrete and immediately applicable skills to lead and manage more effectively
- become more self-aware and understand how their attitudes, mindsets, beliefs, behaviors, and actions impact their effectiveness as leaders and managers
- become more confident and courageous in their ability to manage and lead in times of calm and crisis
- take more responsibility and accountability for their work and the work of others
- increase their capacity to inspire and unlock the potential of their teams and colleagues

Furthermore, when organizations invest in the preparation and coaching of their managers, it translates to:

- higher employee retention amongst managers AND individual contributors
- stronger, more productive, and more cohesive teams
- a stronger company culture
- an easier time transforming high-level strategy into results
- managers (and all other staff) feeling more supported, valued, and cared for by their supervisors and organization at large

IMPORTANT: We very rarely offer one-off workshops because we believe that the impact of these experiences is highly limited. We believe that ongoing professional development in community is essential to meaningful learning, growth, and outcomes.

Our Facilitation Philosophy

Reloveution is deeply committed to creating engaging, inclusive, collaborative, unique, and transformational spaces where we not only impart knowledge but also prioritize and harvest the collective wisdom of the room. We believe that learning is maximized and community is strengthened when human beings of all cognitive and physical abilities can safely absorb, reflect, discuss, apply, and practice skills in community. We also believe that people learn best when they are pushed into their "courage zone," the space just beyond their comfort zone. Therefore, in every experience we facilitate, you can expect us to utilize independent, small group, and large group activities that provide space for participants to reflect, share their experiences and perspectives, ask questions, safely disagree (even with us!), try new things, and use their creativity. To ensure participation and engagement and to deepen our effectiveness, we leverage discussion, technology, videos/readings, worksheets, art/music, and even mindfulness practices. We also prioritize flexibility, recognizing that where we think a session is going to go might not be exactly where it ends up! We are comfortable adapting on the fly and are committed to meeting the unique needs of the human beings in each of our sessions.

Pricing Philosophy

At Reloveution, we endeavor to make our programming as accessible as possible, and work hard to ensure that our rates are fair and nonexclusive to the organizations and humans who want to work with us. While we believe strongly in the value we add and the impact we create, we believe that money is only one form of currency and are open to being creative if the base rates listed are too high for your budget. We encourage you to reach out to explore options rather than just saying "no" and assuming you can't afford it. We commit to listening to what feels fair to you and being honest about what feels fair to us.

If you are in a position where your budget is significantly higher than the rates we have listed in this document, we hope you will consider paying it forward. **Might you consider adding 5-10% of the total cost of the contract to go towards our Solidarity Fund?** While we know that this is not possible for all organizations, those that are able to contribute in this way are publicized on our website and in our newsletter as a Changemaker Partners and receive one complimentary teambuilding session through Reloveution.

Our Solidarity Fund supports humans of historically excluded and/or marginalized identities, nonprofit organizations with limited resources, and social justice efforts aligned with our community and organizational values.

Next Steps

Should you feel aligned with our values and excited about our approach and offerings, we would be honored to work with you to build a game-changing and truly exceptional professional development initiative for your leaders and managers!

Please reach out to marissa@trueloveution.com to let us know how you would like to proceed (even if you choose to go with another partner)! Should you decide to move forward with us, YAY! At that point, we will initiate our Project Launch Plan which includes the following steps:

1. **Setting up a Project Launch Call (PLC)** to "build your initiative" and decide the who, what, where, when, why, how, and how much!
2. **Finalizing Contract & Work Scope** based on the PLC
3. **Getting Initial Invoice Paid** (generally 50% upfront but this is flexible)
4. **Launching Your Initiative and the Reloveution Magic!**

About Your Facilitator

Marissa Badgley, MSW is the Founder of Reloveution, a consulting and professional development services provider that helps organizations build strong, sustainable, and healthy workplaces with engaged employees, powerful leadership, and compassionate, heart-centered cultures. A globally recognized work culture transformation expert and facilitator, Marissa is driven by her own experiences of burnout and trauma in workplaces, and has worked with 100+ companies and tens of thousands of current and emerging leaders worldwide to help them holistically and sustainably prevent what happened to her from happening to their people. She is on a mission to transform the world of work through the power of compassion, community, and HEART.

Marissa has been featured as a thought leader in publications such as Forbes, Business Insider, ThriveGlobal, Medium, and Crunchbase, and on podcasts such as Do Business Better, Small Biz Gone Viral, Welcome to my World, and Employment Law Today. She holds a MSW in organizational and leadership development from Washington University in St. Louis and a BA from Franklin & Marshall College.



Learn More & Get Involved



www.trueloveution.com



<http://bit.ly/jointhereloveutionnow>



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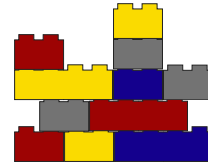
<https://www.linkedin.com/in/marissabadgley>

Initiative Design Ideas

There are an infinite number of possibilities for creating your professional development initiative, and we encourage you to propose ideas that feel like the best fit for your group! Here are a few ways our current and former partners have built their projects!



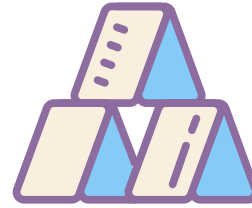
**Assessment
+
2-Day IRL Intensive
+
6 Virtual Workshops
+
1:1 Coaching**



**8 Virtual Workshops
+
1:1 Coaching
+
2 Teambuilding Sessions**



**1-Day
Community Building Day
+
4 Virtual Workshops
+
Small Group Coaching**



**3 Virtual Workshops
+
3 Teambuilding Sessions
+
Closing Community Experience**

*make your
own*
ADVENTURE