

LEADERSTAMP PROGRAM COMMITMENT AGREEMENT

Why is GroupHEALTH Family of Companies' investing in your development?

Leaders influence, guide, coach, and achieve. Effective leaders help their team members to realize their vision, expand their knowledge and improve their performance. For a leader to successfully lead others they first need to get clarity on their own leadership identity. This program is designed to help you establish a strong leadership foundation so you can contribute to building our learning and development culture.

Why is your commitment important?

Every business leader understands the critical importance of having a clear contract or agreement. It reduces the probability of future conflicts and confusion. This agreement is a clear, written, agreed upon statement about what is expected and what is offered that is valuable to the parties.

Participant Commitments

In order for GroupHEALTH Family of Companies' to experience a return on their financial investment and you to experience learning and growth and a return on your time investment, ***we are expecting a high level of engagement and participation.*** We ask for your agreement in the following areas to make sure everyone has a "win-win" outcome.

I commit to the following:

1. To commit **2 hours/week.**
2. To attend and fully engage in all live, virtual, facilitated sessions. When called upon, I agree to contribute to the discussions during the sessions.
3. If I cannot attend a live session I will let Facilitators know and watch the recording before the next session.
4. To prepare for each session in advance by completing all of the homework that was assigned.
5. To prepare for each of my Accountability Pod sessions by reflecting on my progress and challenges.
6. To hold what my colleagues share in sessions and accountability pod meetings confidential.
7. To meet with my direct leader one time (ideally between sessions 5 and 6) to share the key elements of my Leaderstamp aka Leadership Identity.
8. To actively participate in all aspects of the training program.
9. To apply my new skills and self awareness on the job.

Participant Name: _____ Date _____

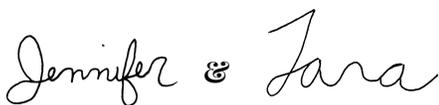
Participant Signature: _____



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The training team at Deane Coaching Ltd. is committed to:

1. A highly interactive, live, virtual, engaging program that results in improved self awareness and clarity on key elements of your leadership identity.
2. Building competence in GroupHealth's Leadership Competencies of *Authentic* and *Influence*.
3. Delivering on the session learning objectives as outlined in the *Leaderstamp Participant Information Package*.
4. Working with you to provide support and coaching to help you understand all aspects of the program.
5. Hearing any feedback you have that will help us make continuous improvements to the program.
6. An assurance of the quality of Deane Coaching Ltd.'s leadership programs that have been peer-reviewed and delivered with outstanding feedback and results by participants.

Signed by:  who represent Deane Coaching Ltd.

