

Solutions
CATALOG

2026

AZIMUTH 180°

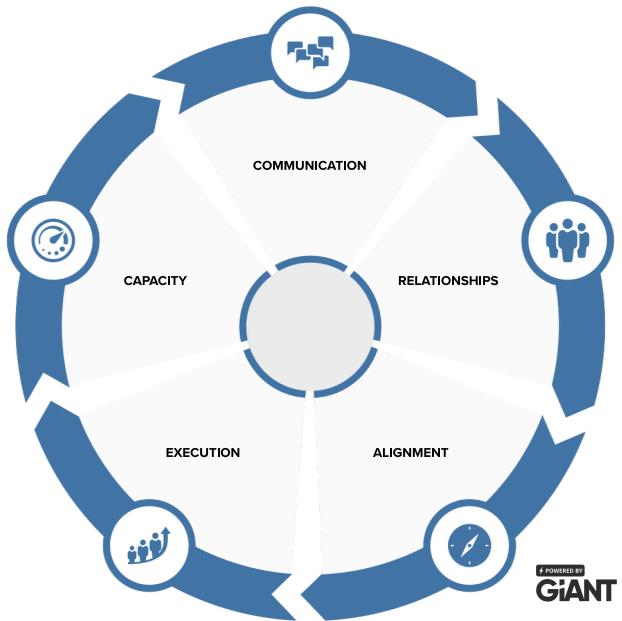
Healthy Leaders • High Performing Teams • Healthy Organizations

The Leadership Flywheel

Self/Team Assessment

All problems are rooted in one of five key leadership areas.

Instructions: Diagnose each area to understand your strengths and weaknesses, as well as identify your areas for improvement. Failure in any of these undermines both performance and resilience.



Name

Date

Organization

1

Communication

Select any issues affecting your work and then rate Communication 1-100% in the gray box.

<input type="checkbox"/> Drama	<input type="checkbox"/> Inefficiency
<input type="checkbox"/> Unnecessary conflict	<input type="checkbox"/> Dropping the ball
<input type="checkbox"/> Other:	

2

Relationships

Select any issues affecting your work and then rate Relationship 1-100% in the gray box.

<input type="checkbox"/> Gossip	<input type="checkbox"/> TurfWars
<input type="checkbox"/> Mistrust	<input type="checkbox"/> Toxic environments
<input type="checkbox"/> Other:	

3

Alignment

Select any issues affecting your work and then rate Alignment 1-100% in the gray box.

<input type="checkbox"/> Wasted effort	<input type="checkbox"/> Lost time
<input type="checkbox"/> Duplicate work	<input type="checkbox"/> Division
<input type="checkbox"/> Other:	

4

Execution

Select any issues affecting your work and then rate Execution 1-100% in the gray box.

<input type="checkbox"/> Unmet goals	<input type="checkbox"/> Blown budgets
<input type="checkbox"/> Missed deadlines	<input type="checkbox"/> Damaged credibility
<input type="checkbox"/> Other:	

5

Capacity

Select any issues affecting your work and then rate Capacity 1-100% in the gray box.

<input type="checkbox"/> Burnout	<input type="checkbox"/> Missed opportunities
<input type="checkbox"/> Turnover	<input type="checkbox"/> Stagnation
<input type="checkbox"/> Other:	

Problem - Solution

Reference Table

Problem

Solutions

Communication

- Misunderstandings and assumptions
- People feel unheard or talked over
- Avoidance of hard conversations
- Emotional reactivity under stress
- Feedback creates defensiveness

5 Voices Systems Training

The Communication Code Workshop
Managing Difficult Conversations Workshop
Wells and Waterfalls Workshop
Toolkit Sessions - Active Listening Audit, Know Yourself to Lead Yourself, Go to the Source & Rules of Engagement

Relationships

- Gossip, drama, and unresolved conflict
- Lack of trust and psychological safety
- Personalities clash under pressure
- Resentment builds over time
- Conflict is either explosive or avoided
- Lack of Self-Awareness in Leaders

5 Voices System

Altitude Training
100X Leader Series
Toolkit Sessions - Know Yourself to Lead Yourself, Go to the Source & Rules of Engagement, Liberating the Leader Within

Alignment

- Confusion around expectations
- Misaligned priorities and goals
- Different definitions of “success”
- Silos and competing agendas
- Strategy doesn’t translate to action

5 Voices System

5 Gears Workshop
Toolkit Sessions - Vision Frame, Developing Others

Execution

- Decisions don’t turn into action
- Meetings without outcomes
- Slow or stalled progress
- Accountability is unclear
- Too much talk, not enough movement

5 Gears Workshop

100X Leader
Communicating Vision and Leading Change
Toolkit Sessions - Developing Others,

Capacity

- Burnout and chronic overload
- High performers carrying too much
- No margin for growth or change
- Constant urgency and firefighting
- Leaders stuck “in the weeds”

The Peace Index Workshop

The Art of Emotional Agility
Managing Stress
Toolkit Sessions - 70:30 Rule,

Pro-Subscription

What's Included?



Assessments

- [5 Voices Assessment](#)
- [The Peace Index Assessment](#)
- [Team Performance Assessment](#)
- [Communication Code Assessment](#)

Courses

- Managing Stress
- How to Delegate Effectively
- Liberating Voices
- 5 Voices Rules of Engagement
- Team Exercises
- 5 Gears Masterclass
- Discover Your Leadership Voice
- Communication Code
- 5 Voices Weapon System
- Communicating Vision and Leading Change
- Taking Team Communication to the Next Level
- Managing Difficult Conversations
- Leveling Up your Emotional Intelligence
- The 5 Voices - 16 Interviews
- Discover Your True Personality
- Voice Order Collection
- The 100X Leader
- Welcome to the Table
- How to Become a More Self-Aware Leader
- Increasing Your Influence
- 16 Personality Types
- Personality Insights
- The Art of Emotional Agility
- Leading in a Hybrid Work Environment
- Everyone Transitions
- Where are You Now
- Leading for the First Time
- Leading People in the 21st Century
- Altitude Training
- 5 Gears Live
- Leading
- 5 Voices Personal Development Plan
- And much more



[Get Pro](#)

Pro-Subscription

[Plan Comparison & FAQ](#)



Compare plans

Get 2 months free when you pay annually

Free

\$0 per user/month

Pro

\$10 per user/month

Members

Users	✓ Unlimited
Teams	✓ 1
Tag & Segment Members	✓
Permission Management	✓

✓ Unlimited
✓ Unlimited
✓ Included
✓ Included

Assessments

Basic Assessments	✓ Included
Premium Assessments	✓ Add-on

✓ Included
✓ Included

Insights

Assessment Reporting	✓ Included
----------------------	------------

✓ Included

Training

Basic Courses	✓ Included
Premium Courses	✓ Add-on
Workshops	✓ Add-on
Coaching	✓ Add-on
Growth Plan	✓ Included
Assign Actions	✓

✓ Included
✓ Included
✓ Add-on
✓ Add-on
✓ Add-on
✓ Included
✓ Included

Support

Email Support	✓ Included
---------------	------------

✓ Included

[Get Free](#)

[Get Pro](#)

Frequently Asked Questions

What is GiANT OS Pro?

GiANT OS Pro is an all-in-one subscription that gives you access to all of the GiANT leadership resources. This includes assessments, online courses, leadership tools, and more. You can use it as an individual, but its true power is revealed when using it with your team or entire organization.

What does it cost?

The Pro plan is \$10.00 per month per user, or \$100 per year per user if paid annually.

Who is GiANT OS Pro for?

Pro can be used by individuals, teams, and entire organizations.

1:1 Coaching

Individuals



Description

1:1 Coaching is a personalized development experience designed to help individuals gain clarity, navigate internal and external challenges, and move forward with intention.

Each coaching relationship is built around the individual—their context, communication patterns, relationships, leadership responsibilities, and desired direction.

Rather than offering advice or quick fixes, coaching focuses on awareness, perspective, and practical tools that support meaningful change. Sessions create space to slow down, think clearly, and address the root causes of frustration, conflict, or stagnation—so progress is sustainable, not temporary.

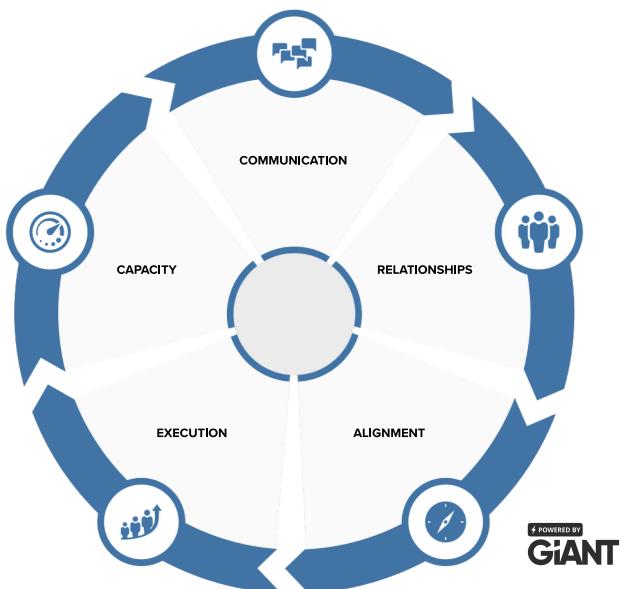
Get started here with a free [30-minute discovery call](#).

Outcomes

Coaching will help you with:

- Increased self-awareness and personal clarity
- Improved communication and relational effectiveness
- Greater confidence in decision-making
- Reduced internal conflict and frustration
- Clear direction and intentional next steps
- Sustainable personal and leadership growth

Add-ons



Individual

Individual Coaching is designed to help you gain clarity, understand internal patterns, and navigate personal or relational challenges. By increasing self-awareness and intentionality, you build a stronger foundation for healthier decisions, communication, and growth.

\$349 monthly

Emerging Leader

Emerging Leader Coaching is designed to help you understand your leadership voice, build confidence, and develop healthy communication habits early. As awareness grows, you learn to lead yourself well and influence others with greater clarity and consistency. For first-time leaders, role change preparation and stabilization. (3-5 employees)

\$399 monthly

Team Leader

Team Leader Coaching is designed to help you navigate the complexity of leading others. By examining communication, decision-making, and relational dynamics, you strengthen trust, alignment, and your ability to lead teams effectively. For team leads and mid-level managers (6–15 employees).

\$499 monthly

Senior Leader

Senior Leader Coaching is designed to help you lead with greater clarity and stability amid increased responsibility and pressure. This work focuses on perspective, alignment, and communication so your leadership remains intentional, not reactive. For senior leaders and department heads (16–30+ employees).

\$649 monthly

Executive Leader

Executive Leader Coaching is designed to support leaders operating at the highest levels of influence. By creating space for reflection, clarity, and strategic alignment, you strengthen decision-making, cultural impact, and sustainable leadership. For executives, founders, and high-capacity leaders with broad organizational influence.

\$899 monthly

Pricing

Investment begins at a baseline rate and may increase or decrease based on scope, customization, group size, scheduling requirements, and delivery format. Factors such as non-standard hours, material production, multiple sessions, or in-person travel may impact final pricing.

All pricing is finalized following a discovery conversation to ensure the experience is intentionally designed and appropriately scoped.

Leadership Intensive

Individuals



Description

The Leadership Intensive is a deep dive, 1:1 experience designed to help you start down the path to becoming a 100X Leader.

There are 6 sessions, and each one is designed to unpack a different aspects of your leadership to help you understand yourself better, and then equip you with how to use that awareness to make you more effective at everything you do.

At the end, we will develop an action plan to put what you learn into practice so you can start working toward your personal goals as a 100X Leader.

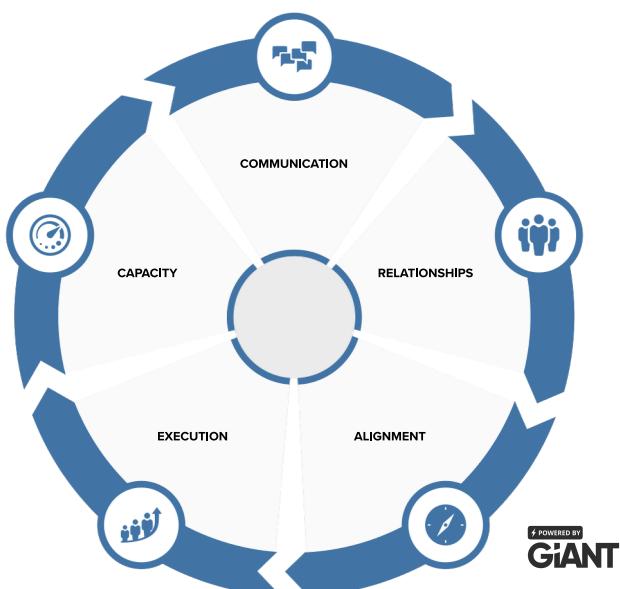
Get started here with a free [30-minute discovery call](#).

Outcomes

The intensives will help you with:

- Gaining a deep understanding of your Leadership Voice, style, and role throughout your circles of influence.
- Clarity on how your story and those around you impact your productivity.
- Develop a thorough Action Plan for driving productivity and satisfaction at work and at home.

Add-ons



The Story Intensive

The Story Intensive is designed to help us unpack and understand your perspective and where you came from because we believe your story shapes who you are and why you do what you do. The better we know ourselves, the better we can lead ourselves.

The Voice Intensive

The Voice Intensive is designed to help us understand and unlock your Leadership Voice - the unique strengths, perspectives, challenges, and skills you bring to the table. Owning your Voice is crucial to maximizing your potential and performance.

The Choice Intensive

The Choice Intensive is designed to help us understand the various "pains" and "gains" that drive most of our life's decisions at home and at work. Knowing these core motivations will not only help us avoid mistakes driven by unhealthy fears, but it will also help us make the kind of informed and effective decisions that allow us to maximize our efforts in achieving the goals we set for ourselves going forward.

The Rhythm Intensive

The Rhythm Intensive is designed to help you analyze and optimize the Rhythms of your life and work so you can be more present and productive in all you do. We will equip you with tools to help you understand your unique tendencies and then we will work toward establishing an intentional Rhythm for your life that is tailored to your unique leadership style so you can bring your best everyday.

The Gameplan Intensive

The Gameplan Intensive is designed to help you consolidate and focus all the insights you've gathered from the Intensive process into a powerful action plan that will help you take productive steps toward your biggest goals in life and at work.

Pricing

Each intensive is offered at an investment of **\$1,500** per experience.

For those who choose to commit to the full six-intensive journey, the complete series is available for **\$8,500**, reflecting a bundled investment and long-term commitment to growth.

Altitude Training

Individuals

Teams



Description

Altitude Training is a guided leader development program designed to give you practical tools that elevate your leadership in 30 minutes or less each week.

Consisting of 50 on-demand sessions, Altitude Training will teach you a new skill each week to help you address your biggest leadership challenges, find your sweet spot, and improve your performance. Each online session includes:

Tool Video: Training you on a new leadership issue and a tool to solve it

- Exercise Video: Helping you improve your personal leadership and 100% healthy
- Challenge: Helping you take what you've learned to those you lead
- Takeaways: To capture your learning and key insights
- Quiz: To test your knowledge and keep you accountable for growth

Outcomes

With Altitude Training, you will experience:

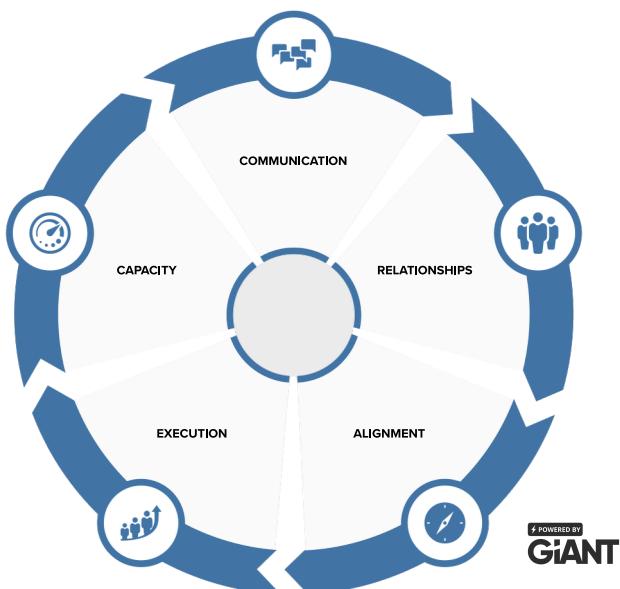
- Identify your strengths and leverage them
- Communicate effectively with your team
- Lead with confidence and clarity
- Discover Your Leadership Voice
- Learn proven Leadership tools
- Establish a leader development system that scales (anyone, anywhere, anytime)

Add-ons



1:1 Coaching

Team Coaching



Basecamp Orientation & Onboarding

You'll start with a quick orientation and what to expect in this guided, step-by-step coaching and development journey.

Sessions 0-19: Become a Leader Worth Following

- The Peace Index
- Support & Challenge Matrix
- 5 Circles of Influence
- Know Yourself to Lead Yourself
- Inhibition vs. Prohibition
- CORE Process: How to Become More Self-Aware
- 5 Voices
- The Leadership Core
- 5 Gears

Sessions 20-41 Build Leaders Worth Following

- How to Build Leaders Worth Following
- Calling Up, Not Out
- Cracking the Communication Code
- Maximizing Influence
- Developing Others
- The Responsive Leader
- Investing Time Intentionally
- Setting Clear Expectations
- Multiplying Magic
- Getting to Clarity with Your Team
- The Change Equation
- Overcoming Resistance
- Getting Others to the Next Level
- The 100X Leader Assessment

Sessions 42-50: Lead a Culture Worth Belonging to

- Maximizing Performance
- Defeating Drama & Gossip
- Using Discretion and Discipline
- Communicating Clearly
- The Power of the Medium
- Effective Delegation
- Push & Pull Leadership Skills
- The Performance Diagnostic

Wrap-up & Next Steps Call

Final meeting or call to capture key takeaways and establish next steps for continue growth going forward.



Pricing

Offered at an investment of **\$310** per person per month.

Teams can participate in this opportunity together and get team coaching for an additional **\$1,000** per month.

5 Voices Leader Academy

Teams

Organizations



Description

Everyone has a leadership voice, whether they know it or not. From the most quiet to the most gregarious, we all have the ability to lead others. The problem is that most people don't know their leadership voice or how to use it. Some don't know what it is, and many don't understand the impact of their Voice on team dynamics. Welcome to the 5 Voices for Teams.

The 5 Voices Leader Academy is designed to help individuals discover their leadership voice and be empowered to use it effectively. We believe teams and whole organizations can be transformed when everyone operates securely in their own voice and learns to value the voices of others.

Outcomes

This series of workshops, personal exercises, and assessments will help you experience:

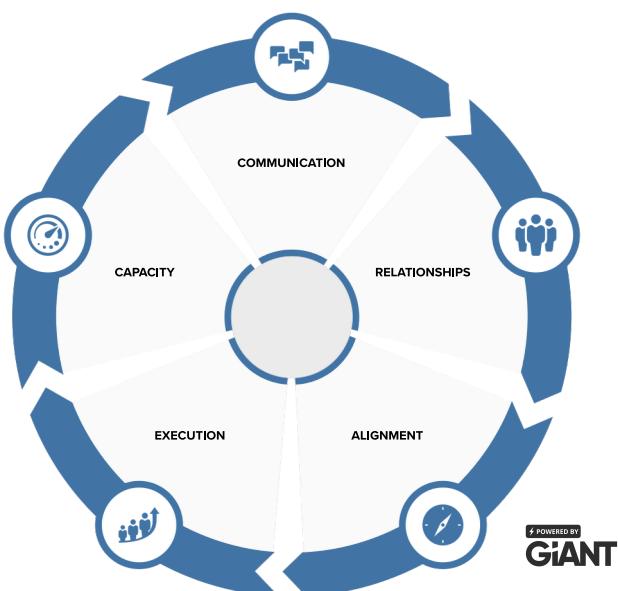
- Increased self-awareness and confidence as each person discovers their Leadership Voice
- Deeper relational trust
- True collaboration - every Voice is heard
- Honest conversations become the norm
- More robust decision-making
- Greater alignment and team performance

Add-ons



1:1 Coaching

Team Coaching



The 5 Voices Assessment

This program starts with having every individual take the 5 Voices Assessment. This assessment will help everyone identify their foundational leadership voice as well as their entire voice order.



Discover Your Leadership Voice

Learn the behaviors and values of each of the 5 Voices and identify your natural Voice order.



The Power of Your Voice

Celebrate the contribution your Voice brings and learn the negative impact your Voice can have on others.



Becoming a Leader Worth Following

Discover how to be a leader people want to follow instead of being one they have to follow.



Relational Dynamics

Learn how your Voice affects people as a whole and how being the best version of yourself allows others to reach high levels of performance



Optimizing Personal Performance

Learn how to understand and fully step into your superpowers in order to reach the highest levels of your personal performance



Building Leaders Worth Following

Apply practical tools to develop leaders that others will want to follow



Individual Exercises

Between workshops, each individual will complete two sets of exercises located within GiANT OS.



Wrap-up & Next Steps Call

Final meeting or call to capture key takeaways and establish next steps for continue growth going forward.

Workshops (Custom)

Individuals

Teams

Organizations



Description

Custom Workshops are purpose-built learning experiences designed around your people, your challenges, and your desired outcomes.

Rather than offering one-size-fits-all content, each workshop is intentionally designed after understanding your context—communication breakdowns, cultural friction, leadership misalignment, or lack of clarity and execution.

Workshops can stand alone or be stacked into a broader development journey. Content is drawn from proven leadership, communication, and culture frameworks and delivered in a practical, interactive format that emphasizes self-awareness, shared language, and immediately usable tools.

Outcomes

Each workshop is customized in scope, duration, and delivery method based on audience needs and desired outcomes. These workshops help with:

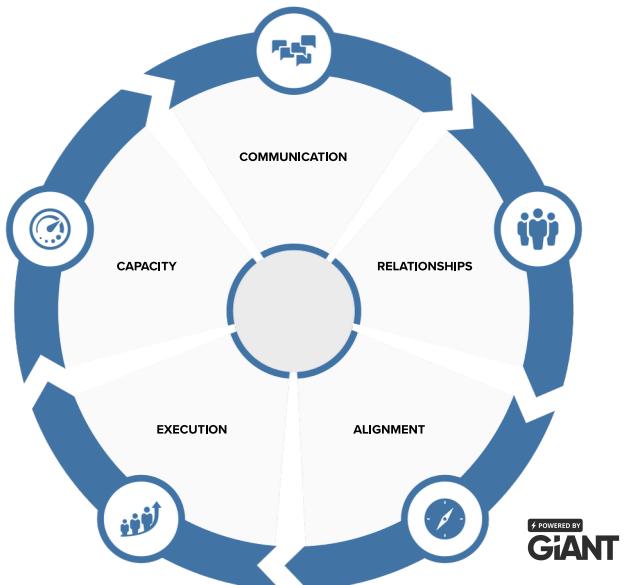
- Increased self-awareness and personal clarity
- Stronger trust and relational health
- Clear, honest and productive
- Honest conversations become the norm
- More robust decision-making
- Greater alignment and team performance
- And more

Add-ons



1:1 Coaching

Team Coaching



The Communication Code

This workshop will outline a leadership tool that will help you develop healthy communication with those you lead. Let people know you are for them by understanding the most effective way to connect with them. [Learn more >](#)

The Peace Index

This workshop delves into understanding how Chaos affects you and provides you with practical exercises to help you solve your real-life issues around Purpose, People, Place, Personal Health, and Provision. [Learn more >](#)

The Delegation Series

For leaders, learning how to delegate effectively can be one of the most difficult skills to master. Knowing how to share responsibilities and which teammate to trust with important and urgent tasks is something every leader must take on. These sessions will give you a framework for success. [Learn more >](#)

The 5 Gears for Balanced Productivity

True impact is made when a leader knows which Gear is appropriate at the right time. It's a balance of productivity and a time for being present with those you lead. This course will help you know the difference and adjust for maximum influence. [Learn More >](#)

The 100X Leader

Healthy leaders create 100X Cultures where you establish organizational clarity to help everyone maximize performance and alignment. You will learn key coaching behaviors that need to be cultivated and the most common culture issues to avoid. [Learn More >](#)

Managing Difficult Conversations

Leaders will often encounter the need to liberate others through difficult conversations. This course gives a step-by-step approach to liberating others through difficult conversations. Learn from a seasoned coach how to manage and lead well through various topics. [Learn More >](#)

Wells and Waterfalls

This workshop equips participants with an easy-to-use diagnostic tool that reveals how communication flow and retention impact individuals, teams, and organizational culture. Through real-world examples, reflection, and applied exercises, leaders learn how to shift from communication that drives compliance or disengagement to communication that builds understanding, ownership, and clarity. [Learn More >](#)

Toolkit Sessions for Teams

Individuals

Teams

Organizations



Description

Our toolkit is comprised of over 65 visual leadership tools that help with topics such as self-awareness, team dynamics, expectations, how to support and challenge, communication, and other vital skills needed to lead well. These sessions will equip you with the expertise needed to move to higher levels in your leadership.

Outcomes

Each workshop is customized in scope, duration, and delivery method based on audience needs and desired outcomes. These workshops help with:

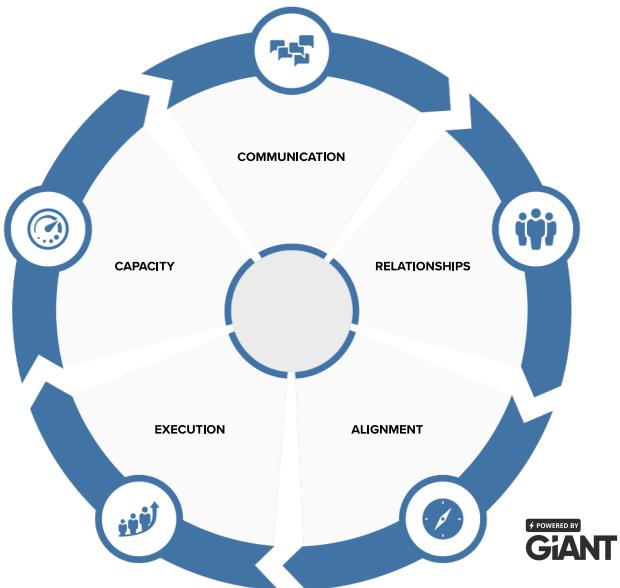
- Understanding foundational leadership principles and challenges
- Establish a common leadership language and a set of tools to address those challenges
- Learn a simple, scalable process for leader development and collaboration at any level
- An increased level of ability to communicate effectively with everyone you lead
- Become equipped to use common language to increase relationships in your organization
- Learn the appropriate time and situations to be both productive and present with those you lead
- Develop an increased awareness of the tendencies that undermine a leader's influence
- And more

Add-ons



1:1 Coaching

Team Coaching



Kickoff Call

To start, get everyone on a call to talk through what they can expect over the course of this program.



Session #1: Liberating Leader

This session uses the Support/Challenge Matrix and 5 Circles tools to help you understand your leadership style and how to liberate yourself and those around you.



Session #2: Know Yourself to Lead Yourself

This session uses the Know Yourself to Lead Yourself and Leader Mirror tools to help you understand what it's like to be on the other side of yourself and how to lead yourself to better outcomes.



Session #3: Maximizing Influence

This session uses the Influence Model tool to help you learn how to build trust and maximize your influence with key relationships at work and at home.



Session #4: Undermining Influence

This session uses the Self-Preservation and Responsive Leader tools to help you understand how you tend to undermine your own influence and what you can do to get out of your own way.



Session #5: Clear Communication

This session uses the Provisional/Plan/Promise and Discretion/Discipline tools to help you communicate more clearly and effectively so you don't waste time and create unnecessary conflicts.



Session #6: Establishing Healthy Rhythms

This session uses the 70:30, Peace Index, and Tempo Balance Focus tool to help you understand what brings you life, what drains you, and how to establish rhythms that help you win at work and at home.



Session #7: Combatting Drama & Gossip

This session uses the Go to the Source and Power of the Medium tool to help you combat drama and gossip, and approach hard conversations in a healthy way.



Session #8: Developing New People & Skills

This session uses the Go to the Source and Power of the Medium tool to help you combat drama and gossip, and approach hard conversations in a healthy way.



Session #9: Core Leadership Skills

This session uses the Core and Know Others to Lead Others tool to help you spot the key leadership areas you or your team need to grow in order to reach your full potential.



Session #10: Effective Delegation

This session uses the Effective Delegation, Liberator's Intent, and Liberating Others tool to help you learn how to delegate effectively and coach your people well so they can maximize their performance and potential.



Session #11: Organizational Clarity & Performance

This session uses the Performance Diagnostic and Organizational Clarity tool to help you drive alignment with your team and get everyone on the same page so the organization can reach or maintain higher performance.



Session #12: Prioritization & Execution

This session uses the X-Factor tool to help you prioritize the most important tasks for the team's success and focuses everyone to execute them effectively.



Wrap-up & Next Steps Call

Final meeting or call to capture key takeaways and establish next steps for continue growth going forward.

5 Voices for Teams

Teams

Organizations



Description

Everyone has a leadership voice, whether they know it or not. From the most quiet to the most gregarious, we all have the ability to lead others. The problem is that most people don't know their leadership voice or how to use it. Some don't know what it is, and many don't understand the impact of their Voice on team dynamics. Welcome to the 5 Voices for Teams.

The 5 Voices is designed to help every member of a team discover their leadership voice and be empowered to use it effectively to help the greater team reach the highest levels of performance. We believe teams and whole organizations can be transformed when everyone operates securely in their own voice and learns to value the voices of others.

Outcomes

This series of workshops, personal and team exercises, and assessments will help your team experience:

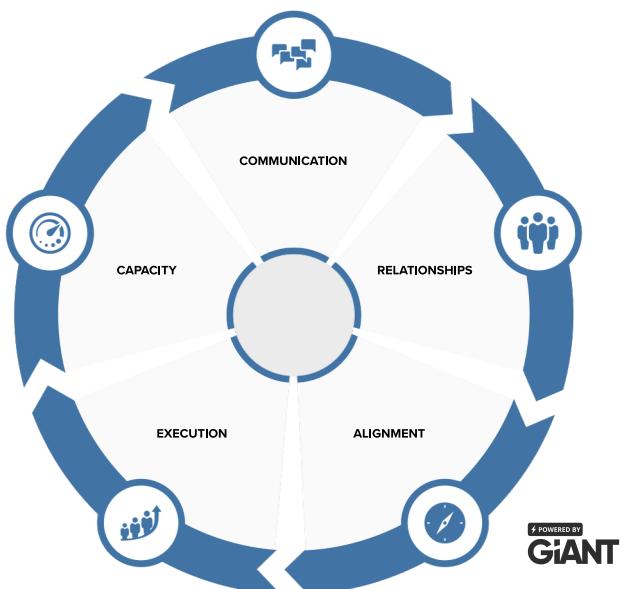
- Increased self-awareness and confidence as each person discovers their Leadership Voice
- Deeper relational trust
- True collaboration - every Voice is heard
- Honest conversations become the norm
- More robust decision-making
- Greater alignment and team performance

Add-ons



1:1 Coaching

Team Coaching



The 5 Voices Assessment

This program starts with having every individual take the 5 Voices Assessment. This assessment will help everyone identify their foundational leadership voice as well as their entire voice order.

The Team Performance Assessment

Each team will take the Team Performance Assessment during the series. Once during workshop 2 and once during workshop 6.

Discover Your Leadership Voice Workshop 1

Everyone speaks, but not everyone is heard. Learn the behaviors and values of each of the 5 Voices and identify the natural Voice you use in the team.

The Power of Your Voice Workshop 2

We all have the potential to undermine ourselves and our team. The Power of Your Voice will help you celebrate the contribution your Voice brings, but also learn the negative impact your Voice can have on others.

Relational Dynamics Workshop 3

Each member of each team will discover how to maximize their influence and what their barriers to trust may be. They will see their impact within the team dynamics.

The Art of Collaboration Workshop 4

When every Voice is valued and heard, collaboration can help to build a strong team. The Art of Collaboration will show you how to get the best from each person in your team by learning to leverage and trust the strengths of their Voice.

Optimizing Team Performance Workshop 5

Great leaders must optimize Team Performance. Learn how to create team alignment and synergy by harnessing the contribution of all 5 Voices.

Team Kryptonite Workshop 6

Every Voice and every team has its kryptonite. Apply practical tools to avoid the five main reasons why your team will not achieve its potential.

Team and Individual Exercises

Between workshops, each individual will complete two sets of exercises located within GiANT OS and each team will complete one team exercise.

Wrap-up & Next Steps Call

Final meeting or call to capture key takeaways and establish next steps for continued growth going forward.

5 Voices for Teams

Pricing Worksheet Sample

Investment begins at a baseline rate and may increase based on scope, customization, group size, scheduling requirements, and delivery format. Factors such as non-standard hours, material production, multiple sessions, or in-person travel may impact final pricing.

All pricing is finalized following a discovery conversation to ensure the experience is intentionally designed and appropriately scoped.

Program	Frequency	Price	Quantity	Total
OS Pro Subscription (Monthly) Platform access to content & tools we'll be using throughout the process	Monthly per person	\$10		
Assessments The 5 Voices Assessment with Pro Results The Team Performance Assessment		Included with OS Pro		
5 Voices For Teams Workshops 1-6	Bi-Monthly (every other month)	\$3,500	6	\$21,000
Group Coaching (Optional) Personal and Team Exercises are included with The 5 Voices for Teams. However, if you would like a guided bi-monthly team experience, these virtual or group calls are an optional add-on. Identify tendencies, discuss team challenges, and collaborate on practical growth opportunities and improvements.	Bi-Monthly (every other month)	\$650		
1:1 Coaching (Optional) Add designated individuals (generally leaders) to a monthly 1:1 Coaching Program to ensure implementation of the concepts. Designees receive in-depth coaching support each month to address their biggest challenges, identify leadership growth opportunities, and prepare for the next team exercise.	Monthly	\$350 per person		
Total				

How Pricing Works

Philosophy & Terms

Our Philosophy on Pricing

Every engagement is intentionally designed. Pricing reflects the time, preparation, expertise, and care required to create meaningful and sustainable outcomes—not one-size-fits-all delivery.

Rather than offering generic packages, we align scope and investment to the specific needs of the individual, couple, team, or organization.

What Determines Pricing

Final investment may be influenced by:

- Scope and level of customization
- Number of participants
- Session length and delivery format
- Scheduling considerations (including shift work or non-standard hours)
- Materials, assessments, or pre-work
- In-person travel or lodging (if applicable)

These considerations ensure the experience is properly designed and supported.

- All pricing is confirmed in writing prior to engagement.
- Travel expenses are billed at cost unless otherwise agreed.
- Additional requests outside of scope are quoted separately.
- Payment plans may be available for select engagements.
- All investments are confidential and handled with discretion.

Payment Terms

Payment terms are outlined in each proposal. Coaching and intensives are typically paid in advance, while workshops may follow milestone or pre-engagement payment schedules.

Rescheduling & Cancellation Expectations

Rescheduling or cancellation policies are outlined in advance and respect both preparation time and calendar commitments.

What Pricing Includes (and doesn't)

Pricing includes facilitation and agreed-upon preparation. Additional services such as extended follow-up, added sessions, or expanded materials are scoped separately.

Bundled & Long Term Engagements

Long-term or bundled engagements often receive preferred pricing due to reduced administrative and design overhead.

Value Over Volume Positioning

The goal is not volume, but impact. Pricing reflects the depth of engagement required to create meaningful and sustainable change.

Who This Is Not For

This work is best suited for individuals and organizations committed to reflection, growth, and intentional action—not quick fixes or surface-level solutions.

How Pricing Works

FAQ's



FAQ's

How is pricing determined?

Pricing is based on the scope of the engagement, level of customization, number of participants, delivery format, and scheduling considerations. A discovery conversation ensures the experience is intentionally designed and appropriately scoped.

Why don't you publish a full price list?

Every engagement is different. Rather than offering generic packages, pricing is aligned to the needs, goals, and context of the individual, couple, team, or organization.

What does pricing typically include?

Pricing typically includes preparation, facilitation, and agreed-upon materials. Any additional services — such as assessments, extended follow-up, or expanded sessions — are scoped separately.

Are travel expenses included?

Travel and lodging are not included in base pricing for in-person engagements and are billed separately when applicable.

Do you offer bundled pricing?

Yes. Bundled or long-term engagements often receive preferred pricing. For example, the six-intensive series is offered at a reduced investment when booked together.

Do you offer payment plans?

Payment plans may be available for select engagements, particularly longer coaching or intensive commitments.

What happens after the discovery conversation?

You will receive a clear proposal outlining scope, outcomes, timeline, and final investment. No work begins until alignment is confirmed.

Can engagements be customized?

Yes — most workshops, coaching engagements, and development experiences are customized to fit the people involved and the outcomes desired.

What if our needs change?

Scope adjustments can be made when needed. Any changes to pricing or timeline are discussed and agreed upon before moving forward.

What is your cancellation or rescheduling policy?

Rescheduling and cancellation expectations are outlined in advance to respect preparation time and calendar commitments.

Don't see your question? Please submit via email jimmy@azimuth180.biz

JIMMY BATES

CULTURAL SYSTEMS ARCHITECT &
LEADERSHIP DEVELOPMENT
CONSULTANT



Jimmy Bates is a born and raised Alaskan, a **26**-year U.S. Army Airborne Infantry combat veteran, and certified leadership coach. He is the founder of **AZIMUTH 180°**, LLC, a leadership and culture development company. **AZIMUTH 180°** specializes in helping individuals, teams, and organizations transform internal chaos into clarity, peace, and purposeful leadership.

As a Cultural Architect and Leadership Strategist, Jimmy Bates helps individuals and organizations build intentional cultures where people and purpose thrive in alignment. Drawing on decades of military leadership, executive coaching, and human development experience, he specializes in both designing cultures from the ground up and transforming those that have lost their way.

Through a blend of diagnostics, assessments, and deeply human conversation, Jimmy uncovers the hidden dynamics shaping behavior, trust, and performance. He then helps leaders and teams replace dysfunction with clarity, communication, and cohesion — creating environments where peace and productivity coexist.

At every level of leadership — from self to team to organization — Jimmy develops leaders who know themselves, lead with integrity, and multiply healthy culture. His work extends beyond coaching into culture-building systems, leadership academies, and transformative retreats that align people with purpose, values, and mission.

CONTACT

(907) 382-4505
jimmy@azimuth180.biz



AZIMUTH 180°



AZiMUTH180° is a consulting and training company dedicated to serving as a unified directional growth change agent, providing expert personal and professional growth consultation services at individual, team, and organizational levels. We specialize in leadership development processes and strive to facilitate long-term commitment to leadership and culture development within organizations.

The most important resource in the creation of value is **people**, and we form trusted partnerships to help develop healthy leaders through self-awareness, and others- awareness, via training, coaching, and mentoring. By developing healthy leaders, we contribute to developing healthy teams that increase overall performance by improving communication, relationships, alignment, execution, and capacity.

AZiMUTH180° is partnered with **GiANT Worldwide** and represents its proven approach to leadership development as their flagship in Alaska. GiANT's workforce includes a diverse global network of independent certified leadership coaches which **AZiMUTH180°** collaborates with to bring breadth and depth to our bench of coaches, mentors, and trainers.



GiANT Worldwide is a global media and content development company specializing in leadership transformation. Working in over 100 countries, their vision is to **unlock the potential of people** (our most valuable resource). We're here to take your leaders to higher levels.

Our vision (or "heroic goal," as we like to call it) is to raise up liberating leaders in every major city and every major sector of the world. To do this, we focus on:

1. Increasing the number of secure leaders inside an organization
2. Raising the leadership capacity of those leaders, and
3. Accelerating the growth of the leadership culture in these organizations.

At the heart of everything we do is apprenticeship – it's the secret sauce. For us, apprenticeship is all about intentional, long-term calibration of high-support and high-challenge within a small group environment. It is here where master craftsmen multiply their skills and expertise into the lives of those they are apprenticing. Rather than being an academic exercise, everything is **“applied learning”**. From day one, leaders use visual tools as a means of addressing the leadership challenges they are currently struggling with.