

KNOW AN ORGANIZATION THAT NEEDS HELP WITH COACHING FOR A TOXIC LEADER?

Get paid for referrals! Send them our way and earn a

\$1,200 REFERRAL FEE

> WHY SEND CLIENTS TO CIVILITY PARTNERS?

Most executive and leadership coaches prefer working with clients who want to go from good to great. They like helping leaders unlock their potential, find their way through challenges, remove their internal roadblocks, and build strong relationships.

They don't love working with clients who think they're just fine; the most competent person in the room, in fact. But we do! The employer needs them to change because their leadership is toxic, expensive, and creating risk for the organization - and we can help.

Fact is, these toxic, abrasive, or uncivil leaders need a particular kind of coaching program that we have cultivated and perfected over the last 15 years.

> OUR SPECIALIZED APPROACH TO COACHING TOXIC LEADERS

Our coaching clients are top performers, highly intelligent, and seen as extremely valuable to the organization - the very reasons the organization has allowed their behavior to continue.

Having been rewarded for this behavior over time through promotions, more responsibility, bonuses and pay increases, these individuals have a hard time understanding what's wrong with their behavior. Through coaching, we assist these leaders in understanding the negative perceptions of them and why those perceptions exist. Then we help them develop and test strategies to eliminate those negative perceptions.

Disruptive behavior is eliminated, the team is more productive, and the organization has reduced risk of hostile work environment complaints and lawsuits.

Learn more about our [coaching program](#), check out some [case studies](#), or peruse our quick little [ebook](#).

> ABOUT CIVILITY PARTNERS

Civility Partners is a strategic organizational development firm who works with clients to build positive work environments. Our services include executive coaching, corporate training, and large culture change projects involving workforce surveys and change management. We help organizations with cultures of harassment, discrimination and bullying turn it around by building up their management effectiveness, improving their internal communication, and increasing psychological safety. We are passionate about reducing the pain we know thousands of people feel each and every day they are at work.

> ABOUT OUR SPECIALIZED COACHES

All of our coaches are certified in a coaching methodology developed over time and 450+ abrasive coaching clients. Over the years, Civility Partners has improved upon that methodology by adding additional specialized coaching for the abrasive leader's boss, accountability measures along the way, and additional tools and resources. Our coaches know what makes abrasive leaders tick, and they know how to help them make positive change.

REFERRAL FEE PAID TO YOU

\$1,200

> THE FINE PRINT

To receive the referral fee, you must make a direct introduction to the lead (i.e., contact inside the organization), and the organization must enter into an agreement within four months of your completing our lead registration form. You are only eligible to receive a fee the first time the referral to that lead is made. Referrals to different leads inside one organization may be eligible for a referral fee at our discretion. If we're already in contact with the lead or organization before your introduction, or if we determine not to take on the client, you will not receive the fee. Once per quarter, we will provide a summary of all leads referred by you who have signed an agreement and made their first payment to us, so that you can invoice us for the total amount payable as set out in the quarterly statement. A W9 form must be completed in order to receive your payment.

> OUR EXPERTISE HAS BEEN FEATURED IN

