

# Coaching Programmes Costs 2026

**Roxana Bacian Coaching**

**Associate Certified Coach ICF**

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## **Clients say:**

“Roxana has been a fantastic organisational coach for our team as well as coaching individual team members. She has helped us navigate a time of significant organisational change and we have come out of the other side a more cohesive team with a stronger shared sense of – and processes for – working together.”

**– Mark Walton, Founder and Prev Executive Director, Shared Assets (CIC in UK)**

**See a breakdown of coaching programmes costs on the next page:**

**A 50% discount applies to all coaching programmes booked in Feb 2026:**

|                                                    |                        | <b>Coaching Programmes Costs – Organisations:</b>          |                          |                             |                                                            |                          |                             |
|----------------------------------------------------|------------------------|------------------------------------------------------------|--------------------------|-----------------------------|------------------------------------------------------------|--------------------------|-----------------------------|
| <b>Turn over</b>                                   | <b>1-2-1 Coaching:</b> | <b>Up to 3 team members</b><br>(Free 30min Chemistry Call) |                          |                             | <b>Up to 6 team members</b><br>(Free 30min Chemistry Call) |                          |                             |
| <b>See costs for individuals below this table:</b> |                        | <b>Diagnostic 3hrs</b><br>(one-off)                        | <b>Momentum 6 Months</b> | <b>Resilience 10 Months</b> | <b>Diagnostic 3hrs</b><br>(one-off)                        | <b>Momentum 6 Months</b> | <b>Resilience 10 Months</b> |
| <b>£100K</b>                                       | <b>£130/hr</b>         | <b>£510</b>                                                | <b>£3130</b>             | <b>£4695</b>                | <b>£765</b>                                                | <b>£3691</b>             | <b>£5536</b>                |
| <b>£100 – £500 K</b>                               | <b>£180/hr</b>         | <b>£715</b>                                                | <b>£4382</b>             | <b>£6573</b>                | <b>£1071</b>                                               | <b>£5167</b>             | <b>£7750</b>                |
| <b>£500 K – 1M</b>                                 | <b>£220/hr</b>         | <b>£867</b>                                                | <b>£5321</b>             | <b>£7981</b>                | <b>£1300</b>                                               | <b>£6274</b>             | <b>£9411</b>                |
| <b>£1M – 5M</b>                                    | <b>£270/hr</b>         | <b>£1071</b>                                               | <b>£6573</b>             | <b>£9859</b>                | <b>£1606</b>                                               | <b>£7751</b>             | <b>£11625</b>               |
| <b>£5M – 10M</b>                                   | <b>£338/hr</b>         | <b>£1236</b>                                               | <b>£8138</b>             | <b>£12207</b>               | <b>£1989</b>                                               | <b>£9596</b>             | <b>£14393</b>               |

For individuals paying for the coaching themselves, the following salary benchmarks and costs apply:

**£30 - 40k** - £90/hr or £45 for 30min

**£40 - 55k** - £110/hr or £55 for 30min

**£55k - 65k** - £130/hr or £65 for 30min

**£65 - £75k** - £150/hr or £75 for 30min

**£75 - 100k** - £170/hr or £85 for 30min

**£100k +** - £200/hr or £100 for 30min

All coaching programmes costs contribute towards volunteer coaching sessions I offer to young people and leaders with the [MOE Foundation](#), [On Purpose](#) and [Build Up](#).

**See a breakdown of the team coaching programmes below:**

## **FREE 30min Introduction Call**

### **‘Chemistry’/ Demo Coaching Call – assess compatibility:**

Meeting each other, exploring working together and/or running a demo coaching session to assess fit, needs and compatibility coaching approach and coaching goals. Book [here](#).

#### **Includes:**

- Intro to myself, coaching experience, track-record, approach, style and theoretical orientation
- Exploration of the goals and learning outcomes you would like to approach in coaching work
- Addressing potential challenges, concerns and identifying next steps in working together.

#### **Expected ROI:**

- **Clarified on how my coaching approach could support** your organisation and team goals
  - **Identified the core challenge/s** that requires your team’s attention in the short/medium-term
  - **Pinpointed the conditions you will need to have in place** to make effective use of coaching.
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## **3hrs One-Off Session**

### **‘Diagnostic’ – pinpoint organisational and team blockers:**

This session is useful for teams who are going through organisational shifts and are looking to diagnose the blockers - cultural, strategic or operational - that are impeding their forward movement as a team.

#### **Includes:**

- Pre-session work assignment for the team in preparation for the session (drawn from ‘Chemistry’ call conversation)
- Bespoke agenda targeting core area/s identified in ‘Chemistry’ call and data from pre-session assessment (sent in advance of the session, finalised with input from team)
- 3hrs structured coaching call focused on tangible outputs and learning outcomes for the team.

#### **Expected ROI:**

- **Identified core areas that are blocking forward movement** across the team and organisation
  - Discussed and **agreed actionable steps** to take in order to move past these blockers
  - **Identified core gaps in communication/collaboration** and approached at least one difficult conversation within the session.
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## 6 Months Coaching Programme

### **‘Relational Momentum’ – Build the relational skills to match your organisational goals**

Choose this programme if recent pressures and challenges have surfaced gaps in team dynamics. This programme is for your team if you want to become more intentional about team communication, feedback and conflict resolution; so that your culture sustains your organisation.

#### **Includes – may vary depending on final brief:**

- 30min Intro Call with the whole team (3 - 6 people)
- 30min 1-2-1 Intro Calls with each team member to discuss needs and goals
- Bespoke diagnostic exercise (based on team intro call)
- 6 x 1.5hrs team coaching sessions (monthly)
- Mid-point review and feedback form
- 6 x agenda outlines for each coaching session (with input from team)
- Email communication and programme management (scheduling)
- Insights on our process from coaching supervision.

#### **Long-term ROI and measurable impact:**

- **Cohesiveness in team communication** - you'll come out of the programme having practiced holding conflict creatively as a team and approaching difficult topics as a collaborative process;
  - **Ease in approaching challenges at depth** - you have built stamina and speed in identifying inner and outer blockers within your team and the skills to address them in a timely manner;
  - **Shared understanding of purpose and process** - you'll come out with an embodied sense of 'one-ness' as a team, having newly re-experienced your team's strengths and values.
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## 10 Months Coaching Programme

### **‘Executive Resilience ’ – Build the relational skills and team practices that will sustain a healthy organisational nervous system**

Choose this programme if you'd like to build on your team's relational skills as well as turn these into tools, strategies and practices that you can propagate across your organisation. This programme is for you if you'd like to embed new behaviours across your team; so that you can face upcoming challenges.

#### **Includes – may vary depending on final brief: :**

- 30min Intro Call with the whole team (3 - 6 people)
- 30min 1-2-1 Intro Calls with each team member to assess needs and goals (3 - 6 people)
- Bespoke diagnostic exercise (based on team intro call)
- 10 x 1.5hrs team coaching sessions (monthly)
- Mid-point review and feedback form
- 10 x agenda outlines for each coaching session (with input from team)
- Email communication and programme management (scheduling)
- Insights on our process from coaching supervision.

### **Long-term ROI and measurable impact:**

- **Cohesiveness in team communication** - you'll come out of the programme having practiced holding conflict creatively as a team and approaching difficult topics as a collaborative process;
- **Ease in approaching challenges at depth** - you have built stamina and speed in identifying inner and outer blockers within your team and the skills to address them in a timely manner;
- **Shared understanding of purpose and process** - you'll come out with an embodied sense of 'one-ness' as a team, having newly re-experienced your team's strengths and values.
- **Tools and strategies to address cultural gaps shared and understood across team** - you'll come out with practical tools and designed up systems for confronting challenges live, bespoke to your team members's psychological needs;
- **Resilient organisational nervous system** - you'll come out with a live embodied experience of working through conflict and difficult organisational decisions, providing you with a resilient team system able to face upcoming challenges.

**Get in touch at [hello@roxanabacian.com](mailto:hello@roxanabacian.com) to book a FREE intro call.**

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**[Website](#) / [LinkedIn](#)**

