

2026 EDITION · COURSE CATALOG

Leadership without the *noise*.

Bespoke executive coaching, leadership & staff development, and corporate retreats for leaders who prioritize presence over performance.



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THE PRACTICE

About *Christianne & Co.*

Christianne & Co. is a New York-based executive coaching and leadership development practice serving the C-suite, senior leaders, and the teams who carry their vision into the world. We work with HR, L&D, and business leaders at mid-to-large organizations who value depth over checklists.

Our work pairs ontological inquiry with research-backed assessments to transform leadership from task-focused to transformational. Whether we are coaching a single executive, building a leadership pipeline, or convening a team for an immersive retreat, our engagements are designed to surface the invisible patterns shaping how people lead — and to make new ones possible.



Transformation happens when intrinsic motivations are activated, and leaders act from choice rather than pressure.

THE PRACTICE

Our coaches and facilitators hold ICF credentials across the ACC, PCC, and MCC levels. We are an NYC- and NY State-certified Women-Owned Business Enterprise, a federally certified Small Business, and credentialed partners of Wiley Everything DiSC®, Management Research Group (MRG), and the Individual Directions Inventory (IDI). Our multilingual bench delivers across Mandarin, Portuguese, Spanish, French, and English.

COACHES

ICF ACC · PCC ·
MCC

NYC & NY STATE

M/WBE

FEDERAL

Small Business

PARTNER

Wiley DiSC

PARTNER

MRG & IDI

PHILOSOPHY

Our approach to *leadership development.*

Four principles shape every engagement — from a single coaching conversation to a multi-day offsite. Each is a stance, not a checklist.

01 · STANCE

From manager to coach.

We equip leaders with coaching skills that strengthen their ability to listen, inspire, and drive performance. Instead of managing tasks, we cultivate a culture of development, accountability, and long-term success.

02 · STANCE

Creative & resilient thinking.

Adaptability is the modern leadership currency. Our programs develop strategic foresight, emotional resilience, and the problem-solving capacity to navigate uncertainty without losing yourself.

03 · STANCE

Data-driven insight.

We use DiSC, MRG LEA 360, and IDI to surface what is hidden — strengths, blind spots, motivational drivers — and turn behavioral insight into evidence-based strategies for growth.

04 · STANCE

Immersive experiences.

Curated offsites and retreats create the space for executives to reflect, reframe, and rebuild. Somatic practice, dialogue, and strategic action planning come together in high-impact settings.

A NOTE ON METHODOLOGY

Our work is grounded in ontological coaching — the disciplined inquiry into how language, mood, and embodied action shape what a leader can see, decide, and do. It is the throughline beneath every service in this catalog.

SEVEN MODULES

Integrated *service modules.*

Coaching is one entry point. Most engagements blend assessment, coaching, and team work — built around the structural realities of your business.

01 Executive Coaching

SUSTAINED BEHAVIORAL CHANGE

One-on-one ontological inquiry into leadership presence, language, and decision-making for the C-suite and senior partners. Evidence-based, client-driven, and measured against agreed-upon outcomes.

IDEAL FOR: New executives · seasoned leaders · high-potential successors

02 Tailored Assessments

EVIDENCE-BASED BENCHMARKS

DiSC, MRG Leadership Effectiveness 360, and the Individual Directions Inventory — customized with questions specific to your leaders and teams. Each report is debriefed with a coach, not handed off as a PDF.

TOOLKIT: Everything DiSC® · LEA 360® · IDI™ · custom stakeholder interviews

03 Leadership Development

SCALE-READY CULTURE

Custom-built programs that cultivate strong leadership pipelines and equip leaders at every level with the mindset and strategy to scale. Tailored to your operating model, growth stage, and the skills your business needs next.

FORMAT: Multi-session series · cohort programs · in-tact team work

04 Retreats & Offsites

TEAM ALIGNMENT

Hands-on learning environments designed for profound transformation, communication, and long-term alignment. Multi-day immersive offsites with curated locations, hospitality, facilitation, and pre/post-retreat coaching to anchor outcomes.

SIGNATURE: The Executive Playground™ · 24+ hours of group coaching in serene or adventurous environments

05 Coaches-in-Network

GLOBAL DELIVERY

A curated, multilingual bench of vetted coaches and facilitators delivering at enterprise scale. Consistent quality across markets, with practitioners fluent in Mandarin, Portuguese, Spanish, French, and English.

SCALE: Vetted core team · extended bench · enterprise-grade quality controls

EN ENGLISH	ZH MANDARIN	PT PORTUGUESE	ES SPANISH	FR FRENCH
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06 Staff Development

WORKFORCE CAPABILITY

Skill-building workshops and learning journeys that lift performance across teams — from individual contributors to people managers — anchored in your culture and operating model.

CURRICULA: Role-based learning paths · manager enablement · embedded coaching reinforcement

07 Leadership Development Coaching

LEADERSHIP PIPELINE

Group and cohort coaching for emerging and mid-level leaders. Pairs structured curriculum with live coaching to build a consistent leadership operating system — not just at the top, but across the pipeline.

OUTCOME: Shared leadership language · cohort-level practice · pipeline readiness

FEATURED EXPERIENCE

The Executive Playground™

Part simulation, part sanctuary. 24+ hours of group coaching in serene or adventurous environments — designed to break cognitive patterns and restore creative agency.

**SIGNATURE
OFFERING**

TAILORED ASSESSMENTS

Insight, calibrated to the *leader.*

Behavioral style, leadership effectiveness, and motivational insight — matched to the right developmental objective. We don't believe assessments should sit in a PDF and be forgotten.

Everything DiSC® CERTIFIED WILEY PARTNER BEHAVIORAL STYLE & COMMUNICATION

As a certified Wiley partner, we deliver the full Everything DiSC® suite — research-backed behavioral assessments that turn awareness into stronger communication, leadership, and team performance. Delivered as debriefs, workshops, cohorts, and retreats.

01 · DiSC**Workplace**

FOR TEAMS & WORKPLACE COMMUNICATION

Helps participants understand their communication style, workplace priorities, and how they interact under normal and pressured conditions.

IDEAL FOR

- Team building
- Communication development
- Cross-functional collaboration
- New team integration
- Manager development

02 · DiSC**Work of Leaders®**

FOR MANAGERS, DIRECTORS, EXECUTIVES

Applies DiSC specifically to leadership effectiveness — how leaders create vision, build alignment, and drive execution. Powerful for transitions and complexity.

IDEAL FOR

- Executive coaching
- Leadership development cohorts
- New leader onboarding
- Strategic retreats
- Succession development

03 · DiSC**Catalyst™**

FOR ONGOING APPLICATION & TEAM CONNECTION

An interactive platform that extends DiSC insights into everyday workplace interactions — supporting practical, ongoing development long after the workshop ends.

PLATFORM FEATURES

- Personalized DiSC insights
- Relationship comparison tools
- Team communication guidance
- Real-time application support

HOW WE DELIVER

Individual debriefs · executive coaching integrations · team workshops · leadership cohorts · retreat experiences · virtual or in-person facilitated sessions.

Leadership Effectiveness Analysis (LEA 360®)

MULTI-RATER · MRG

Multi-rater feedback that reveals how a leader is experienced by others — surfacing strengths, blind spots, and development priorities. The LEA 360 is the gold standard for senior leadership benchmarking and is fully customized with role-specific items for your organization.

USE CASES

C-suite onboarding · executive coaching baselines · succession diagnostics · executive team calibration

DELIVERED AS

Confidential 1:1 debrief · coaching engagement anchor · pre/post measurement for development programs

Individual Directions Inventory (IDI™)

MOTIVATION · MRG

Goes beyond observable behavior to uncover the motivations and internal patterns shaping how individuals lead, decide, and grow. The IDI illuminates what energizes leaders and teams — and where misalignment between role and motivational drive is quietly costing performance.

USE CASES

Career inflection points · team motivational mapping · stuck or disengaged leaders · high-potential assessment

DELIVERED AS

Individual debrief · team group profile · integrated coaching engagement

Custom Stakeholder Interviews

QUALITATIVE

Confidential qualitative interviews with stakeholders, synthesized into actionable themes. Often paired with quantitative assessments to triangulate insight and bring nuance to the numbers.

BEYOND THE REPORT

Our approach blends assessment insight with executive coaching, facilitation, and real-world application — so individuals and teams leave with clarity, language, and actionable next steps.

CURRICULUM

Training topics & *curriculum.*

Each topic can be delivered as a standalone session or woven into a broader learning journey. Below are our core focus areas — every program is tailored to your team's reality.

01 Core Leadership Skills

SELF-AWARENESS · PRESENCE · AGILITY

- **Leadership Styles** — application across contexts
- **Trust Building** — distinguishing your path forward
- **Goal Setting** — values-based & strategic frameworks
- **Executive Presence** — language, body, and voice

02 Team Dynamics & Culture

COLLABORATION · ALIGNMENT

- **Team Building & Roles** — shared values & strengths
- **Motivational Drivers** — what energizes the team (IDI)
- **Direction & Alignment** — visual mapping & norms
- **DiSC for Teams** — working across styles

03 Communication & Conflict

RELATIONAL LEADERSHIP

- **Effective Communication** — listening & clarity frameworks
- **Feedback Delivery** — Radical Candor: care + challenge
- **Conflict Resolution** — learn & apply new approaches
- **Psychological Safety** — building the conditions for honesty

04 Resilience & Well-Being

STRESS · BURNOUT · BALANCE

- **Burnout Prevention** — signs, interventions, ways forward
- **Priorities & Boundaries** — the 80/20 principle in practice
- **Presence & Mindfulness** — emotional regulation exercises
- **Energy Management** — sustainable leadership rhythms

05 Coaching & Performance

MANAGER AS COACH

- **From Manager to Coach** — foundational skills
- **Powerful Questions** — shifting from advice to inquiry
- **Growth Mindset** — developing your people
- **Customer Service Excellence** — the LEARN Model

DELIVERY

Course formats & customization.

Lunch & Learns build awareness. Workshops build skill. Retreats create space for strategic breakthroughs. Every format is available virtual or in-person, and most engagements blend more than one.

FORMAT 01

Lunch & Learns

Short, engaging 45-90 minute sessions for team-wide awareness. Ideal for introducing a concept across a department or kicking off a longer learning journey.

VIRTUAL · ON-SITE

FORMAT 02

Half & Full-Day Workshops

Deep-dive training with interactive elements, applied practice, and individual reflection. The workhorse format for skill-building.

HALF-DAY · FULL-DAY · MULTI-DAY

FORMAT 03

Cohort & Series Programs

Multi-session engagements that build a leadership operating system over time. Combine structured curriculum with live cohort coaching for cumulative behavioral change.

4 - 12 SESSIONS · ONGOING CADENCE

FORMAT 04

Retreat-Style Learning

Multi-phase experiences combining leadership principles with immersive development. Includes somatic practice, thought-provoking dialogue, and action planning in curated environments.

2 - 5 DAYS · CURATED LOCATIONS

NOT SURE WHICH FORMAT?

Most clients begin with a discovery call. We map your goals, audience, and timeline against the right blend of assessment, coaching, and group work — and propose a format that fits.

METHODOLOGY

Blueprint for *change.*

Every engagement follows a four-phase arc — from diagnosis to sustainable integration. The phases are sequential; the work inside them is iterative.

I

Discovery & Diagnostics

High-resolution ontological and psychometric assessment to map the invisible constraints of the current leadership state. Where are we starting from — really?

II

Ontological Mapping

Aligning personal leadership identity with the structural requirements of the role, the team, and the moment. The gap between who you are and what is being asked of you.

III

Intervention & Inquiry

Iterative coaching cycles that bridge theoretical growth and the day-to-day operating realities of senior leaders. New language, new moves, new evidence.

IV

Sustainable Integration

Measuring outcomes and anchoring behavioral changes in team norms, culture, and operating cadence. Change that holds after the engagement ends.

REPRESENTATIVE OUTCOME

"Christianne's methodology didn't just refine our communication — it fundamentally reshaped how our executive team navigates uncertainty."

DIRECTOR OF OPERATIONS · FORTUNE 500 · 34% INCREASE IN TEAM ALIGNMENT SCORES

TRUSTED BY

Clients & *testimonials.*

Representative engagements with individual executive coaching clients across technology, media, industrials, finance, and the public sector.

Google	Adobe	Spotify
ABB	Cayman Islands Govt.	Fortune 500 Clients



Coaching was a journey that made me step outside my comfort zone — and more importantly, look within to find my super-powers and use new tools to strengthen my growth areas. I feel lighter, more empowered, and confident in being my unique self.

EXECUTIVE COACHING CLIENT



I learned how to address my management style with my challenging team members and so much more. I learned what I want next, and how to make the most of my current role while setting up my own business.

LEADERSHIP DEVELOPMENT CLIENT

CHRISTIANNE & CO.

LET'S BEGIN

The *dialogue.*

Based in NYC. Serving the global workforce with a multilingual coaching and development bench in Mandarin, Portuguese, Spanish, French, and English.

EMAIL

hello@christianneandco.com

WEB

www.christianneandco.com

BASED IN

New York City
Serving globally

CERTIFICATIONS

ICF ACC · PCC · MCC
NYC M/WBE · Federal Small Business
Wiley DiSC · MRG & IDI Partner

Book a discovery call.

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