



## The Legit Leader Hybrid Coaching Experience

Legit Leader offers a signature hybrid coaching experience that layers personalized, one-on-one human executive coaching with continuous access to our Legit Leader AI platform. It is designed for leaders navigating the adaptive, relational, and strategic dimensions of school and system leadership — challenges that benefit most from a trusted, experienced partnership with a coach who deeply understands the context of education and non-profit leadership.

Together, human and AI coaching create a powerful developmental rhythm: the frequency of reflection (AI-enabled thought partnership throughout the week) paired with the depth of reflection (relational, equity-centered human coaching). This combination accelerates growth and builds the capacity, confidence, and clarity leaders need to lead effectively, at a sustainable price point that meets the realities of school budgets.

### One Seamless Experience

Human executive coaching is integrated directly into the Legit Leader platform, creating one seamless, continuous developmental experience. After every session, leaders log in to find their coaching notes, session recording, key takeaways, and next steps in one place, making it easy to carry the work forward and use the AI coach to continue developing in their focus areas between sessions. Periodic progress reports capture each leader's growth throughout the engagement. All sessions are 60 minutes, held virtually, and scheduled at a cadence that works for each leader.

### How We Coach

We define coaching as a thought-provoking, creative partnership that inspires individuals to maximize their personal and professional potential. Our approach is non-directive: we trust that leaders hold deep wisdom about their own contexts, so our coaches partner through powerful questions and deep listening rather than prescriptions or advice. In doing so, coaching builds the leader's own capacity by strengthening the thinking, judgment, and self-trust they carry into every decision long after the engagement ends. Rooted in self-awareness and accountability, coaching empowers leaders to discover their own answers and take aligned, meaningful action.

### Packages Built Around the Leader

We offer five hybrid coaching packages, each crafted to meet a leader where they are and based on their role, stage of development, and the depth of support that best aligns with their current goals and aspirations. The specific focus of the work in each package is designed to meet the unique moment that the leader is navigating:

- Ember (6 sessions)
- Spark (8 sessions)
- Ignite (12 sessions)
- Momentum (16 sessions)
- Transformation (20 sessions)



Whatever the package, the coaching partnership is shaped by what matters most to each leader. Leaders might explore focused reflection and targeted guidance at key moments in the year; building self-awareness and reinforcing strong leadership habits; developing their leadership identity and voice; strengthening people management and feedback practice; deepening their practice with greater consistency and intention; or navigating significant demands, transitions, and ambitious growth goals. The work follows the leader and sessions meet them exactly where they need support most.

Every package includes an optional Trio Coaching Session that brings together the leader, their coach, and their supervisor. This session aligns everyone around growth goals, strengthens the developmental feedback loop, and connects coaching to real-time performance and priorities, ensuring the coach and manager work in concert as catalysts for the leader's growth and thriving.

## How Leaders Grow

Every coaching engagement is anchored by clear objectives and intentions. Through the hybrid coaching experience, leaders deepen their capacity to:

- **Lead from their center** — reconnecting to purpose, clarifying values, and making thoughtful, human-centered decisions in moments of complexity and pressure.
- **Practice discernment** — stewarding time, attention, and resources with intention, using reflection and pattern recognition to reduce reactive decision-making and advance mission-aligned, equity-centered work.
- **Sustain meaningful impact** — cultivating reflective habits, healthy boundaries, and intentional leadership rhythms that protect energy, resilience, and long-term effectiveness.
- **Translate growth into system-level impact** — building cultures of psychological safety, shared ownership, and sustained excellence that positively shape school ecosystems.

Our ultimate aim is simple and measurable: **Well leaders who stay. Impactful staff who grow. Happy students who thrive — in all ways, every day.**

*"The AI platform has been an on demand thought partner for me. I find it particularly helpful to use when I'm days away from my next meeting with my coach or manager. And I'm grateful to be part of the hybrid program. It's been a space where I can be honest about what feels hard while also being pushed to step more fully into my leadership. I've noticed a shift in how I carry myself as I approach complex decisions, and I'm grateful for the growth." - Senior Director*