

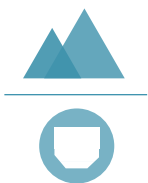


**INTENTIONAL ENERGETIC PRESENCE®**

**YOUR PRESENCE  
IS YOUR IMPACT.**

Personal & Collaborative Power for  
Individuals and Organizations

## 2018-2019 IEP STEWARDSHIP PROGRAM



LEVEL 1

FOR IEP-TRAINED & IEP-CERTIFIED STEWARDS

“Stewards” help take this content out into the world (their organizations, their industries, and with their clients) in their own unique ways blended with their own work and personality. This is intentionally not called a “train-the-trainer”, “coach training” or “facilitation program”, it is “stewardship” of the IEP work and content. Afterall, it takes a village. And when we all Show Up together ... Magic happens.

# IEP STEWARDSHIP PROGRAM 2018-2019



**Stewardship Training is for Practitioners and Organizations who want to use the IEP Method® (Intentional Energetic Presence®) in their work with clients and teams.** This program enables participants to go back and keep this content alive in their lives and businesses and with their teams in a way that is internally guided and generates authentic momentum and sustainability in the culture. This program provides the fundamentals of Stewardship which enables and supports people to dive deeper into the work, learn how to work more closely with the core concepts and tools, master their own IEP Practice, and share these concepts and tools in coaching sessions and conversations with others.

Stewardship licenses participants to lead and share content from the 1/2-Day “IEP Fundamentals Session” inside their organization and/or with their 1:1 clients in order to pay-it-forward with the content and principles of the work in an authentic, cost-effective, and Steward "owned" manner.

At this point, Stewardship does not license any user to lead the official full one or two-day “IEP Live! Leadership & Influence Intensive” (however this program will be a pre-requisite to leading the more intensive sessions).

There are two levels of Stewardship; IEP-Trained and IEP-Certified, which prepare, support, enable, and license the Steward to work at different depths and scales with clients and organizations. (See distinctions for IEP-Trained vs. IEP-Certified Stewards later in this document.)

Distilled down from thousands of hours doing this work in the trenches and years working with organizations and individuals in integrating the IEP tools and content into their leadership, culture, and processes, the IEP Stewardship Program has been very intentionally crafted -- with love, care, rigor, and an intention of being fully in service of the humans who use it and those they lead through it. We hope you love it!

To the village of creating positive impact,

A handwritten signature in black ink that reads "Anese".



LEVEL 1 TRAINED

## Level 1: IEP-Trained Steward

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For individuals and practitioners who want to use this content within their organization (inside one organization only) and/or with their 1:1 clients. IEP-Trained Stewards learn to share and integrate the IEP Fundamentals at a deeper, wider, and higher level of mastery.

The intention of Stewardship is to "pay-it-forward" in a high integrity and well supported manner so that more humans can benefit from the methodology.

Upon successful completion of the 4-day base training, participants will receive the designation of IEP-Trained Steward. We've also designed Integration and Learning Labs after the initial training to support the Steward in deepening their learning, strengthening their own IEP, and ultimately being a successful Steward of the work. Information about the IEP Base Training, outcomes, benefits, best practices, requirements, and pricing can be found on the following pages.



LEVEL 1 CERTIFIED

## Level 2: IEP-Certified Steward

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For individuals and practitioners who want a deeper level of mastery, more training and engagement, more access to Anese, more private work, and a greater scale of licensing in order to use this content not only within their own organization, but with additional 1:1 and organizational clients. IEP-Certified Stewards are also eligible for being contracted out by Anese's team for additional work. (You must be certified to be on the recommended Stewards list.)

The intention of Certification is to grow Stewards at a deeper level so that they are able to teach the work with more mastery, create more value for their clients and revenue for their business, and be a part of the Global Stewardship vision for the IEP work.

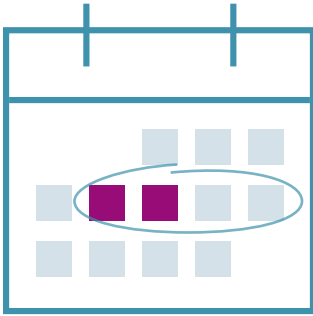
Upon successful completion of the 4-day base training, participants will receive the designation of IEP-Trained Steward, participating in all the basics of the training with the IEP-Trained Stewards (including Learning Labs), and then will move into more Certification work over the next year when eligible for the certification program. (The total certification process is up to 18-months.)

### IEP-Trained or IEP Certified? Which is best for you?

Simply put, how far and how deep do you want to go with this work? If your organization just wants you to lead the work internally, you want to bring it back to your own team, or you simply want greater mastery for yourself, go with the IEP-Trained Steward designation. Awesome. We'll have a great time. (Note: You can do Certification later, though the "arc" is a bit different, as is the financial and time investment/commitment.)

If you know you want to bring this work to more people than one organization or your clients 1:1, make it a part of your own private business as an independent practitioner, generate more revenue from it, deepen your mastery, and be eligible for being sent out as part of Anese's team leading the work, you'll want to do Certification. Awesome. We'll have a great time and do even more together.

# IEP STEWARDSHIP BASE TRAINING—4 DAYS.



## Days 1 & 2: IEP Live! Leadership & Influence Intensive.

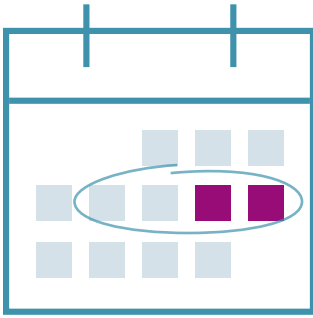
### The participants learn (as participants):

- How to use The IEP Method®
- How to take accountability and ownership for their life, leadership & outcomes
- How to be better collaborators and communicators
- How to be at choice around how they show up, how to choose language that serves them, how to be the author (vs. the victim) in their lives/relationships
- How to optimize their leadership presence and therefore influence
- How to work "in front of the room", stepping more deeply into powerful and authentic presence
- How to create healthy agreements, give and receive productive feedback, handle conflict, create alignment, and be the "cause," not the "effect," of everything that happens to them.
- How to leverage the "Killer 5" and the "Super 7" of cultural health

### Participants receive:

- IEP Live! Fieldwork Guide
- IEP Survival Guide
- 7 weeks of The Beat post event to help in integration
- An experiential interactive life giving experience, modeling IEP practices with meals, a great environment, and awesome support/team to hold it all

These 2 days are the foundation for participating in IEP Stewardship Training. (Note: If you've already participated in an IEP Live! within the last year, you may choose to serve as a Room Angel for a "behind the scenes" experience. It is mandatory that you attend all 4 days of base training, even if you've attended the 2-day before.)



## Days 3 & 4: IEP Stewardship Training.

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All Stewards will work together for 2 days after the IEP Live! Session. While the focus of IEP Live! was on you AS participant, the Stewardship Training focus now moves to you as Steward in taking a deeper dive into the content, and behind the scenes of IEP, so that you can more effectively share this work with others.

This session is a combination of personal and group experiences, lecture and group discussion, working through training modules together, front of the room leadership, presence work, practicum, and practices to help you become more effective on the ground stewarding the content. We'll have 2 Learning & Integration Labs (virtual sessions/group calls) in the months following the initial training to reconnect, follow up, answer questions, and help accelerate and deepen integration.

Upon successful completion of the 4-day base training, participants will walk away with the ability to steward the work via modeling, sharing and coaching content, as well as via leading the 1/2-day (3-4 hour) **IEP Fundamentals Session** in your organization and in your work with private 1:1 clients.

Stewards will have post session fieldwork, including leading a trial (FUN!) mini session with a group of peers (8 people or less, we keep it cozy for the first one!), before the first Learning Lab.

For those moving forward with Certification, you will participate in the IEP-Trained Steward Cohort and then begin additional Certification practicum after completing core training criteria.

## WHAT IS THE “IEP FUNDAMENTALS” SESSION?



The IEP Fundamentals is a condensed version of the 2-day event, with IEP distilled down to its core content, in a simple format, to help Stewards share and coach this content with others in a 1/2-day session (3-4 hours)\*. This content provides a valuable foundation for other models, types of coaching, and skills training that will help accelerate results (and well-being) in how people Show Up in life, leadership, and culture. Consistent feedback offers that the Fundamentals session "could/should be" the foundation for any other skills, sales, communication, or leadership training as conscious IEP saves time, energy, money, and drama, and sets the tone for positive impact. During Stewardship training, you will learn how to share this content well (and in a way that's authentic to you), exercises to go with it, and how to have coaching conversations around it.

### Stewardship training will support you in doing the following with your private clients:

- Creating Agreements and setting the container for meetings and conversations
- Teaching the 3 primary components of the IEP Method: The Presence Reboot, 5-Steps to Intentional Impact, and Building a strong IEP Foundation (aka working the IEP Model)
- Sharing / Coaching 10 proprietary IEP Specific Tools

### Examples of “support tools” in Stewardship Training:

- IEP Fundamentals Timeline and Training Deck (plus best practices for setting the container for best learning, what to do, how, and when!)
- Content components, experiential components, and coaching components for each section
- Specific IEP Tools, frameworks, and worksheets to use with participants in sessions
- Access to optional monthly IEP Stewardship Learning Labs and Q&A calls to support Stewards in ongoing integration
- Membership in our on-line IEP Steward School that serves as a repository for all content (This can also be used in conjunction with your clients' participation in IEP School if you choose to have clients enroll so that you can work on modules together.)
- IEP-Certification track Stewards receive access to more tools, support, and opportunities throughout the year.

The higher your level of engagement in Stewardship, the more confidence, credibility, and skill you'll have in these discussions and the more tools and exercises you'll be introduced to.

\*The most important thing in this program is that you are actively honoring, building, embodying, and working your own IEP practice as this will serve you and your clients exponentially in learning from, and with, them. This also will be essential to your building credibility with clients -- in this case your presence really truly IS your impact. To Steward this work successfully, you *must* be hungry to steward yourself first and work your own IEP everyday. The Stewardship Program is designed to ensure that you are optimizing your own IEP as you go and thereby set up for greater success in integration with the people you serve.

# LEVEL 1 BASIC: IEP STEWARDSHIP TRAINING PROGRAM. (4 DAYS)



## The Base Training Program Consists Of:

- Pre-Work to help us both prepare, give me more information about you, your current state, and what you most want to take away from this Program.
- 4-day Training Session, includes first 2 days which are IEP Live! and devoted to *you* and your own IEP as a leader. (If you've already attended an IEP Live! you'll have the option to participate again OR be a Room Angel and see it from an entirely different perspective.) The second 2 days are devoted to Stewardship and learning how to use this content in your work, in your organization, and more deeply in your life.
- 2 Stewardship Learning & Integration Labs (virtual group sessions) in the months following base training for review, Q&A, and locking it all in.
- Post Stewardship Training special "IEP Beat" Series for weekly support and reminders after the initial training.
- 1-Year Membership in IEP Steward School with access to content and monthly Learning Labs and Q&A calls.
- Annual Renewal for all active Stewards to learn new practices and content and ensure deep grounding in the IEP Method. We require this in order to ensure integrity of the work and to support Stewards in providing quality training and sharing in the organization. The renewal sessions are via two 2-hour Virtual Renewal Labs which consist of teaching and practicum. (The annual renewal is not included in the base training fee.)

Everyone, on the Training Track or Certification Track, will participate in and complete the Base Training. On the following pages we've broken down the Training and Certification tracks with requirements, licensing scope, and cost breakdowns for each.



## IEP-TRAINED STEWARDSHIP REQUIREMENTS:

You desire a strong foundation in Stewardship training, want to integrate the IEP work and principles into your organization and, optionally, into your work with 1:1 clients. You are not planning to teach the IEP Fundamentals outside of your organization, but rather intend to knock it out of the park internally and 1:1 (if 1:1 work is your thing)!

This program is for people who work within an organization and want to pay it forward, as well as for practitioners who want to use the work with their 1:1 clients (but not teach the IEP Fundamentals to groups).

### Requirements for IEP-Trained Stewards are as follows:

- Has high integrity and is committed to growth and showing up, is in active process of their own IEP practice and embodying the work.
- Works within an organization and has sponsorship and support for Stewardship to better enable successful integration. Or... works independently as a practitioner as is planning to integrate this content with their 1:1 clients in their coaching or helping practices.
- If working with private 1:1 clients, carries their own professional liability insurance, creates clean agreements/contracts with clients, and is responsible for their results.
- Attends, and participates in, all 4 days of Base Training, as well as the follow up Integration Labs.
- Attends/Reviews at least 70% of the calls and programming (Calls can be made up via the recording after the session, you must let Anese/Team know you have participated.)
- Co-creates safe space with the facilitator of the program, as well as the other members of the group by practicing care and healthy regard, holding positive intent, holding a safe space for learning and participating authentically, and being respectful of all members of program. Does not solicit other members of program to become clients.
- Is a positive contribution to other Stewards in the program, pays attention to impact, presence, and the kind of space they are co-creating.
- Sends Anese/Team a quarterly update of how it's going, how many they've shared the work with, what they're working on, what they're bumping up against, and what they need.
- Stays up to date on annual renewal fees and practices.
- Plays nice, is in service of, and has integrity and honor with the work, the others Stewards, and Anese and Team.

Please note that Stewardship is a growing model and something that our team is committed to improving upon and optimizing wherever and whenever possible. Therefore, terms of Stewardship may shift as the model grows and we learn more and more about what works, what keeps the integrity of the work intact, what makes it easiest to work with and most user friendly, what's best for the steward's development, and what's in service of quality control and YOUR best results. Therefore, please know that the Stewardship Model as well as the rights around brand and usage, and the requirements for training and CEUs may shift. We will do this together as we grow and always in service of quality and integrity and your best outcomes.





# WHAT YOU CAN AND CAN'T DO AS AN IEP-TRAINED STEWARD:

IEP-Trained Stewards are trained and licensed to take this content more deeply into their organization with greater mastery, a deeper and broader level of engagement, and a larger toolkit of tools and resources to use with 1:1 clients.

## IEP-Trained Stewards:

- ✔ Can share and use content within your organization and/or with your private 1:1 clients
- ✔ Can build this content into existing client work to support leadership development and presence
- ✔ Can build your own IEP Foundation to support you in showing up more effectively as coach and leader
- ✔ Can lead the (pure) IEP Fundamentals 1/2-Day Session within your organization
- ✔ Can call yourself an "IEP-Trained Steward" upon successful completion of program
- ✔ Can have discounts for IEP School and tools for your clients and members of your organization
- ✔ Can be eligible for more training, direct apprenticeship, and certification if you choose to proceed
- ✔ Can take your license with you if you move to another organization\*
  
- ✘ Cannot lead the IEP Fundamentals Session or IEP work outside your primary organization
- ✘ Cannot blend the IEP work into other coaching programs of methodologies or training, it must be kept pure and separate if you are teaching it as the "IEP Fundamentals" and IEP Method. (We've done the ground work here, promise -- this is in everyone's best interest. Once you've taught this pure as a foundation, you can teach other models on top of it, but keep the IEP pure. Thanks!)
- ✘ Cannot call yourself an IEP Facilitator or IEP Coach or IEP-Certified (this training is a pre-requisite for any future programs of IEP Mastery). This program gives you designation as an IEP-Trained Steward.
- ✘ Cannot lead the 2-day IEP Live! Intensive or any IEP public workshops.

\*If you leave your organization, we've set up a "win-win-win" for all parties. You leave and your license goes with you. The new organization pays a \$5K fee for assuming your internal license. Once you are in the new position, we will do a virtual onboarding consult with you, your new IEP Stakeholder in the new company, and with Anese or someone from her Team. Your licensing fee will renew on your anniversary as originally planned. The original organization, who sponsored you first, can then put someone new through the Stewardship Training at a 50% rate. (All other fees remain the same.) In this process we will do an optional "off-boarding" session with you, the original sponsoring organization, and Anese or someone from her Team to discuss next steps and make sure all is groovy. We do this to pay it forward and honor all parties.



**IEP-Trained Steward Training Track Includes:**

- 4 days of Stewardship Training
- 2 post event *Group Stewardship Learning & Integration Labs* (virtual group sessions)
- *IEP Fundamentals Stewardship Guide, Training Materials, Timeline, and Training Deck*
- *IEP Stewardship Toolkit with worksheets to share in sessions*
- Membership in "IEP Stewardship School" w/access to monthly Stewardship Group Topic Calls
- License to print 30 IEP Starter Kits\* which include: *IEP Fundamentals Fieldwork Guide* and *Individual IEP Integration Map* (Order more at special Steward Rates.)
- Certificate of Completion as IEP-Trained Steward
- 1-Year license\* to use content in your business (Renewal is from completion of base training date.) (\*Licensing fees past the initial 30 will be purchased separately.)

**After successfully completing training, IEP-Trained Stewards will:**

- Have a deeper understanding and competency with the content, as well as real time application and tools they can use to optimize IEP immediately
- Be able to share and coach IEP content, as well as lead the (pure) IEP Fundamentals Session within their organization and with their 1:1 clients
- Be able to work with/coach others to integrate the IEP Fundamentals into their business and life, including use of 10 proprietary IEP tools
- Be able to pay this work forward in a meaningful, authentic, and sustainable way
- Be able to continue to enhance, strengthen, and deepen their own leadership skills and presence

Note: This level of Stewardship is the prerequisite for any future programs (including certification) as well as a next step towards personal IEP mastery. Stewardship at this level provides you with a solid foundation for sharing this work with others in your life and enables you to lead the IEP Fundamentals with your people.

**Investment:**

**\$4,900\* / Steward (IEP-Trained)**

\*Tuition when paid in full, saves \$500.

Please see details and group pricing on the investment page.

Note: To maintain license you must maintain annual licensing and participate in continuing education. (Annual Renewal Fee for IEP-Trained Stewards: \$3,500/year and includes ongoing access to IEP Stewardship School, monthly calls, the annual Virtual Renewal Labs, rights to continued use of materials, an additional license to print 30 more IEP Starter Kits, and continued designation as IEP-Trained Steward.)



## IEP-CERTIFIED STEWARDSHIP REQUIREMENTS:

You desire the deepest level of IEP Mastery, want to integrate the IEP work and principles into more than one organization and into your work with 1:1 clients, and wish to be eligible for referral as an IEP-Certified Steward by Anese's Team.

IEP-Certified Stewards are licensed to use the content and materials with their 1:1 clients and with more than one organization. The following are basic requirements we've found useful in setting Stewards up for success in leading this work on a bigger scale. The basics of the IEP-Trained Steward (previous section) are required to get into the program, the following must be achieved over the year after for full certification status. (Until full status is met, Steward will have special designation to represent Certification in process.)

### Requirements for IEP-Certified Stewards are as follows:

- Has high integrity and is committed to growth and showing up, has great IEP, and is in active process of their own IEP practice and embodying the work
- Completes the "Personal IEP Sheet & Practice Project" for 90-days straight, post training
- Works with their company to roll this work out. If working with private 1:1 clients, carries their own professional liability insurance, creates clean agreements/contracts with clients, and is responsible for their results
- Is certified as a coach with an ICF accredited school (or something comparable if in different practitioner industry—bottom line, actively honors and meets professional standards of their industry). Honors and abides by the ICF Code of Ethics and/or the BCC (Board Certified Coach)
- If intention is to bring this content into multiple organizations, has at least 3 years experience coaching and/or facilitating inside organizations
- Attends, and participates in, all 4 days of Base Steward Training, as well as the follow-up Integration Labs, Certification Calls and drills (as laid out on the Certification Program page)
- Runs the 8-Person trial launch between LL1 and LL2 (learning labs) after Steward Training
- Gathers feedback on the trial launch and shares back for up-leveling skills and impact
- Participates in the 90-minute Private Deep Dive/Strategy Session w/Anese
- Runs 6+ launches with 6-30 people + feedback; videos at least one of the launches (three 20-minute segments) for review and feedback with Anese or a Lead Steward
- Room Angels 4 days of training with Anese
- Attends/Reviews at least 80% of the calls and programming, completes the "Certification Claim" (our "exam")
- Co-creates safe space with the facilitator of the program, as well as the other members of the group by practicing care and healthy regard, holding positive intent, holding a safe space for learning and participating authentically, and being respectful of all members of program. Does not solicit other members of program to become clients.
- Sends Anese/Team a monthly update of how it's going, how many they've shared the work with, what they're working on, what they're bumping up against, and what they need
- Stays up-to-date on annual renewal fees and practices. Plays nice, is in service of, and has integrity and honor with the work, the others Stewards, and Anese and Team.



# WHAT YOU CAN AND CAN'T DO AS AN IEP-CERTIFIED STEWARD:

IEP-Certified Stewards are trained and licensed to take this content more deeply into their core organization, and multiple organizations(if applicable) with greater mastery, a deeper and broader level of engagement, and a larger toolkit of tools and resources to use with 1:1 clients.

## IEP-Certified Stewards:

- ✔ Can share and use content within multiple organizations and with your private 1:1 clients
- ✔ Can build this content into existing client work to support leadership development and presence
- ✔ Can build your own IEP Foundation to support you in showing up more effectively as coach and leader
- ✔ Can lead the (pure) IEP Fundamentals session within your organization and for others outside your primary organization
- ✔ Can facilitate the Cultural IEP Integration Map with clients
- ✔ Can call yourself an "IEP-Certified Steward" upon successful completion of program.
- ✔ Can have discounts for IEP School and tools for your clients
- ✔ Can take your license with you if you move to another organization\*
- ✔ Can be eligible for more training, direct apprenticeship, and referral from Anese for working with her clients (this is not guaranteed, but rather a desired outcome)
- ✔ Can serve as "Lead Steward" if you have client organizations who would like to integrate a Stewardship Program in their own organization.
  
- ✘ Cannot call yourself an IEP Facilitator or IEP Coach (this training is a pre-requisite for any future programs of IEP Mastery). This program gives you designation as an IEP-Certified Steward which means you are certified to teach the pure IEP Fundamentals and coach the IEP content with clients and within your organization(s).
- ✘ Cannot blend the IEP work into other coaching programs, content, or training, it must be kept pure and separate if you are teaching it as the "IEP Fundamentals" and IEP Method. (We've done the ground work here, promise -- this is in everyone's best interest. Once you've taught this pure as a foundation, you can teach other models on top of it, but keep the IEP pure. Thanks!)
- ✘ Cannot lead the 2-day IEP Live! Intensive or any IEP public workshops

\*If you leave your organization, we've set up a "win-win-win" for all parties. You leave and your license goes with you. The new organization pays a \$7.5K fee for assuming your internal license. Once you are in the new position, we will do a virtual onboarding consult with you, your new IEP Stakeholder in the new company, and with Anese or someone from her Team. Your licensing fee will renew on your anniversary as originally planned. The original organization, who sponsored you first, can then put someone new through the Stewardship Training at a 50% rate. (All other fees remain the same.) In this process we will do an optional "off-boarding" session with you, the original sponsoring organization, and Anese or someone from her Team to discuss next steps and make sure all is groovy. We do this to pay it forward and honor all parties.

**IEP-Certified Steward Certification Track Includes:**

- Everything in the IEP-Training Track (see previous pages), plus an additional 6 months of licensing and training. (Note: The Certification process starts when you've met core training criteria.)
- Post training 1:1 90-Minute Integration Session with Anese for a personal deeper dive, business planning, or whatever you need to set you up for next.
- Your Certification Plan/Timeline outlining next steps, and when, in the process for certification as well as your final "Certification Claim" Exam.
- IEP-Certified Steward Care Package (includes sample proposal/agreement and contract for teaching a IEP Fundamentals Session, as well as pricing structures)
- Additional Tools and content for sharing in sessions and in coaching
- 1-Hour Monthly IEP-Certification group call to discuss business development and the business of leading this work. (These are different than the monthly Stewardship calls which focus on content and practice.)
- Quarterly Certification Drill Lab (90 minutes), with the group, for practicum and new tools.
- License to print an additional 30 IEP Starter Kits which include: *IEP Fundamentals Fieldwork Guide* and *Individual IEP Integration Map* (\*60 total, additional at special Steward Rates.)
- Designation as IEP-Certified Steward
- 18-Month license\* to use content in your business with multiple organizations and clients. (Renewal is from completion of training date.) (\*Licensing fees past the initial 60 will be purchased separately.)

**After successfully completing Certification, IEP-Certified Stewards will:**

- Be able to do the things listed in the IEP-Training Track as well as...
- Be able to share and coach IEP content, as well as lead the (pure\*\*) IEP Fundamentals Session with multiple clients, making this work a core part of their business.
- Be able to work with and coach others to integrate the IEP Fundamentals into their business and life, including use of 20 proprietary IEP tools (gained over the year long program)
- Listing on our website as a IEP-Certified Steward
- Consideration for referral out as part of Anese's Team in leading this work

**Investment:**

**\$9,900\* / Steward (IEP-Certified)**

\*Tuition when paid in full, saves \$2,100.

Please see details and group pricing on the investment page.

Note: To maintain license you must maintain annual licensing (after your initial 18-Month program) and participate in continuing education. (Annual Renewal Fee for IEP-Certified Stewards: \$5,000/ year and includes ongoing access to IEP Stewardship School and Certification calls, the annual Virtual Renewal Labs, rights to continued use of materials, an additional license to print 50 more IEP Starter Kits, an annual private 90-minute Strategy Session, and continued designation as IEP-Certified Steward.)

\*\* "Pure" IEP Fundamentals means that the core session must be kept "intact" and not blended with other bodies of work. You can teach other things on top of it after IEP, but the IEP Fundamentals is designed as a foundation program which must be kept clean.

# INVESTMENT:

The following represents current Stewardship Pricing. These fees are effective February 2018.



LEVEL 1 TRAINED

## Level 1: IEP Stewardship Training Program (1 Year\*)

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- \$4,900/Steward: Stewardship Training (base training + follow up + IEP School/Starter Kit Bundle printing license for 30 people per Steward)
- \$3,500 Annual Renewal, Licensing & CEUs (Renewal is 1 year after initial training date, will include additional 30 printing licenses upon renewal)
- Discount on IEP School Individual Seats for 1:1 Clients or members of your organization (\$250/person)
- \$20 per additional "IEP Starter Kit Bundle" printing license (IEP Fieldwork Guide & Personal Integration Map)
- Initial training fee can be paid in full at \$4,900 upon registration to save \$500, OR in two payments; 1st payment upon registration: \$3,600, 2nd payment before the first Learning Lab, of \$1,800.
- Enroll 2 or more Stewards in your organization, save 20% on full tuition for both. (Does not combine with other discounts.)
- Your certification fees cover you for the year, the only additional fees are for additional licenses, paid to ACL, past your initial 30 for printing, as well as your printing costs and the costs of books or any other goods you provide your group.



LEVEL 1 CERTIFIED

## Level 2: IEP Certification Training Program (18 Months\*)

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- \$9,900/Steward: Stewardship Training (base training + follow up + certification benefits and components + IEP School/Starter Kit Bundle printing license for 60 people per Steward)
- \$5,000 Annual Renewal, Licensing & CEUs (Renewal is 1 year after initial training date, will include additional 50 printing licenses upon renewal)
- Discount on IEP School Individual Seats for Clients (\$250/person)
- \$20 per additional "IEP Starter Kit Bundle" printing license (IEP Fieldwork Guide & Personal Integration Map & Cultural Integration Map) (Bulk pricing available.)
- Initial training fee can be paid in full at \$9,900 upon registration OR in four payments; 1st payment upon registration: \$4,900; 2nd payment after the first Learning Lab, \$2,600; third payment of \$2,500, and final payment \$2,000 -- schedule to be co-designed.
- Enroll 2 or more Stewards in your organization, save 20% on full tuition for both. (Cannot combine discounts.)
- Your certification fees cover you for 18 months, the only additional fees are for additional licenses, paid to ACL, past your initial 60 for printing, as well as your printing costs and the costs of books or any other goods you provide your group.

\*Represents the length of time for access to ongoing support. Participation in monthly calls and IEP Steward School is optional, though highly recommended, in Level 1. (In Level 2, it is required.)

# IEP SCHOOL & MATERIALS LICENSING

Every Steward trained will receive a license to print 30 "Starter Kits" to use with clients (IEP Starter Kit includes: IEP Fundamentals Fieldwork Guide + IEP Sheet + Personal Integration Map). In addition, each Steward gets access to IEP Stewardship School as part of their tuition for themselves. If you want to add IEP School "seats" for your participants/clients, or additional printing licenses, outside your basic license, we've created the following scale for larger impact. Rates for IEP School reflect annual licensing fees and include the rights to print the IEP Starter Kit, the material in IEP School, and the rights to use IEP concepts in your business. The "print license" is for extra Starter Kits outside your original licence, no IEP School.

# of Licenses	Print License Only	w/ IEP School*
1-20 People	\$20 each	\$250 / year / individual seat
21-30 People	\$20 each	\$5K
31-50 People	\$20 each	\$10K
51-100 People	\$20 each	\$18K
101-250 People	\$18 each	\$30K
251-500 People	\$15 each	\$40K
501-1000 People	\$10 each	\$50K

\*Please note: These fees reflect IEP School PLUS the rights to print the extra Starter Kits. If you ONLY want the right to print the Starter Kit, no IEP School, you would just purchase additional print licenses (as listed in center column).

## Additional Items/Gifts to Support Integration:

- Contagious Culture **\$17-\$22 / copy** (Amazon or 800CEOREAD)
- IEP Survival Guides **\$12 / copy** (Amazon)
- H2O Meters **\$25-\$28 / each** (special order only)
- IEP Starter Kit Bundle **\$20 / each** (order direct)  
(License to print: IEP Fieldwork Guide + IEP Sheet + Personal Integration Map)
- IEP School Annual Membership **\$250 / year** (order direct)  
Special pricing for Stewards (or see client/group license chart)

## Add On Custom & Private Services

- Private 90-minute Consult/Coaching/Advisory Call
- Video Review / Feedback Session (virtual, you send me video with 3 clips and we dig in)
- 1/2-Day Private Stewardship Deep Dive Session (virtual or in Rocklin)
- Private Mentorship Program



# QUICK REFERENCE STEWARDSHIP LEVELS

	<b>Level 1 Basic: IEP-Trained Steward</b>	<b>Level 2: IEP-Certified Steward</b>
<b>Who this is for</b>	For individuals & practitioners who want to use this content within their organization & with 1:1 clients.	For individuals & practitioners who want to take this work deeper, up-level their mastery, and use this content with more than one organization and with their 1:1 clients.
<b>4-Day Base Training:</b> • IEP Live! Intensive as Participant • IEP Stewardship Training as Steward	✓	✓
<b>2 Post Training Learning &amp; Integration Labs (Group Stewardship Calls)</b>	✓	✓
<b>Training Materials: IEP Fundamentals Stewardship Guide, Facilitation Timeline, and Training Deck</b>	✓	✓
<b>IEP Stewardship Starter Kit (Includes license to print):</b> • IEP Fundamentals Fieldwork Guide • Personal Integration Map + IEP Sheet	30	60 (includes 30 from Basic)
<b>IEP Proprietary Tools</b>	10	20 (includes 10 from Basic)
<b>License to teach/share content from IEP Fundamentals Course and lead the (pure) IEP Fundamentals course in one organization</b>	✓ (inside your organization +/- w/1:1 clients)	✓ (with more than one organization + w/1:1 clients)
<b>IEP Stewardship School Training Membership</b>	✓	✓
<b>Access to Monthly Steward Learning Lab / Q&amp;A Call (Group Sessions)</b>	✓	✓
<b>Professional Designation &amp; Certificate</b>	IEP-Trained Steward	IEP-Certified Steward
<b>IEP Starter Kit Bundle for Participants:</b> • IEP Fieldwork Guide • IEP Personal Integration Map + IEP Sheet	\$20/person	\$20/person (Includes CIM too)
<b>IEP School Membership for Clients</b>	\$250/person (<20 see group rates)	\$250/person (<20 see group rates)
<b>IEP Public Program Discount for you and your clients/org</b>	10%	20%



# QUICK REFERENCE STEWARDSHIP LEVELS

	Level 1 Basic: IEP-Trained Steward	Level 1: IEP-Certified Steward
90 Minute Private Strategy Session & Certification timeline/plan		✓
Steward Care Package (sample contracts, agreements, proposals, and pricing structures)		✓
Quarterly Certification Drills		✓
Monthly Certification Call		✓
Investment—Year 1 (when paid in full, add \$500 for plan)	\$4,900/Steward	\$9,900/Steward
Annual ReNewal/ReBoot (renews from date of training)	\$3,500/Steward	\$5,000/Steward

And there you have it! We hope you love it. Everything on these pages is a reflection of past cohorts, client and Steward feedback, and our own intuition and wisdom in what sets Stewards up best to be in this work with us. If it resonates, we'd love to have you join the team. ,,

Is Stewardship for You? Do you want to become IEP-Trained and bring this to your organization and/or 1:1 clients? Would you like to take it further and become IEP-Certified so you can bring it to multiple organizations and clients? Great. Let's get you rolling.

## Option 1

If you know this is for you and you're ready to go, you can register directly for the IEP-Trained StewardTrack or the IEP-CertificationTrack, right here at <http://tinyurl.com/stewardnow>.

## Option 2

If you have questions or would like to schedule a call with Anese to explore Stewardship and which track is right for you, please contact Sandy to schedule a call and get started on the application process.

As always, the first step is to **decide**. Look forward to being with you on the path, Let's go!

Email us: [Info@AneseCavanaugh.com](mailto:Info@AneseCavanaugh.com)

Call us: (877) 994-3273

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