

ADAIR LEADERSHIP AUSTRALIA FEES POLICY
as at 25 February 2010

FEES for LEADER PROFILING

PROFILES for INDIVIDUALS

Self scoring, fixed selection formats

You rating and scoring You	Leadership Role	The 360°
AU\$220	Chief Executives & Executive Directors	AU\$440
\$110	Senior Managers & Middle Managers	\$220
\$22	Frontline Managers & Supervisors	\$110
\$110	Project Directors & Program Managers	\$220
\$22	Project Managers ('the salt of the earth')	\$110

Note: 'The 360°' entails your colleagues, team, boss providing ratings

AL Aust scored, freestyle selection formats

AL Aust scoring You	Leadership Role
AU\$2200	Chief Executives & Executive Directors
\$1100	Senior Managers & Middle Managers
\$550	Frontline Managers & Supervisors
\$1100	Project Directors & Program Managers
\$550	Project Managers ('the salt of the earth')

Note: A freestyle 360° is possible, by quotation only

PROFILING for TEAMS

Team NEEDS	AU\$4400 Team < 20 members (larger teams by quotation)
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Team ROLES	AU\$22 per person
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PROFILING for ORGANISATIONS

AU\$9,900 Staff < 1000 persons (larger firms by quotation)

ALL FEES ARE IN AUSTRALIAN DOLLARS

FEES for WORKSHOPS

WORKSHOPS	DAYS	TOTAL FEE [incl GST Australia] per person	Very Early Bird Listing per person
ACL WORKSHOPS		AU\$	AU\$
The Effective Strategic Leader	1	880	110
Leaders and Navigators	2	1540	220
The General Manager and the Management of Change	2	1320	110
The Transition to Manager	2	990	110
Leading Projectised Organisations	2	1320	110
Leading Projects	2	990	110
Developing Leaders in Organisations	1	660	110
Leader Action Residential	5	5500	550
Action Learning	2×0.5	1100	110
ACL EXPANSION WORKSHOPS			
Motivation in Action	2	880	110
Team Building in Action	2	880	110
Decision-making in Action	2	880	110
Integrity in Action	2	880	110
The Practice of Leader Communications	2	880	110
Idea Generation in Action	2	880	110
Building-in Success	2	880	110
Effective Project Management	5	3300	330
Effective Project Leadership	5	4400	440
ACCREDITATION WORKSHOPS			
Train-the-Trainer	3	5500	550
DEVELOPMENTAL WORKSHOPS for ACCREDITED PROFESSIONALS			
Adair Leadership Consultancy Course	2	4400	440
Adair Leadership Coaching Course	2	2200	220

Total Fees

The fees are in Australian dollars, and the listed fees include the Goods and Services Tax required to be collected with payments made in Australia

Fees for Public and Corporate Courses

The decision to hold an advertised public course or a corporate course will be taken at 5PM AEST on the sixth week day before the first day of the course. Cancellations before that time can receive a refund or a credit for any other ALAust course. Cancellations after that time will be entitled only to a credit for any other ALAust course.

A registration can be transferred to a colleague at any time.

Please note that ACCREDITATION involves an agreement with Adair Leadership Development, renewed each year, for continuation of the accreditation status

Organisations can negotiate separate fees for IN-HOUSE and residential programs

ALAust can also CUSTOMIZE workshops and programs to meet the particular needs of individual organizations.

Very Early Bird Fees [VEB]

VEB Fees entitle the payer to register for course or courses not yet programmed for a nominated city.

No guarantee is given that a particular course of the nominated type will be offered in that city within a time frame or at all.

If sufficient VEBs are registered for a particular course, it will be held with a minimum six weeks notice to the VEB registrants.

The benefits to ALAust are

- savings in the costs of advertising our courses,
- reduced risks of advertising courses that do not receive sufficient registrants to hold the workshop, or to hold a better workshop
- conduct of workshops with sufficient attendees to maximize the benefits from the group activities
- assistance to our corporate clients in organizing training across parts of their organization (regional, interstate, international)
- securing more workshops with greater numbers of participants from more types of organisations.

The benefits to the VEB registrant are

- a reduced total fee – the VEB will count in full towards the total fee, and the VEB registrant will obtain a **discount** of twice the VEB upon the total fee

- flexibility to apply the VEB in full to other courses, in other cities, or to the benefit of replacements for the nominated course
- the entitlement to repayment of 90% of the VEB on demand anytime up to five days after the date of notice to the VEB registrant of the date of conduct of the nominated course
- the incentive, for other VEB registrants for the nominated course, not to withdraw from the course panel (or the incentive to provide a replacement onto the panel) after the date of notice of the date of conduct of the nominated course

FEES for PAPERS & PUBLICATIONS

Fees will be shown on the ALAust Website against each item, in Australian dollars.

The fee shown will include the Australian Goods and Services Tax

The fee for any hard copy items includes postage within Australia