

## How ONLYNESS™ Consultations Work

1. Clarify One's Onlyness
2. Scale One's Work.

### Commitments: What You Give

#### 1. Clarify One's Onlyness.

- a. Best suited for leaders to design/redesign "what's next."
- b. Complete the [Onlyness Canvas](#). Be willing to share what's *really* going on, what's bothersome, what's wrong, as well as what's working well. The write-up typically takes ~2+ hours of your time. The benefit is you prepare your own gap analysis, which is the first phase of clarity. You'll send it ~48 hours in advance.
- c. Be open to a clarifying process. Nilofer will offer a reflection on what you've written. This is done via email, so you can have a chance to read (and reread) things that could be challenging to consider. This is ideally two days before our session, but at least 8 hours before. This is an integral part of the design of the consultation as it lets us clarify the area of work, and focus our attention.
- d. Commit to the 1-hour call with 30 minutes self-prep time and at least 60 minutes to debrief post-call (2.5 hours).
- e. Listen to the recordings\* for most effective debrief.
- f. You agree to have the call recorded\*. (See Recordings, below.)
- g. Use of a quiet space, Skype access, and a headset with an integrated microphone so the quality of the recording is optimal.
- h. \$750 payable once the meeting is scheduled; paid before the meeting takes place.

#### 2. Scale One's Work.

- a. Especially useful to leaders wanting to scale [using the Onlyness construct](#), so many join together to turn an idea into a reality. This includes doing transformational leadership work, and/or designing the business constructs (business model, team, key strategies), to scale an idea effectively. This is deep work undertaken with a commitment to the end-goal.
- b. Either 6 or 12-month commitment, based on the complexity of the situation.
- c. Identify a new end-state and thus goals for the transformative change.
  - i. Discuss expectations & commitment of what needs to be solved, ensure alignment.
  - ii. Answer questions with candor and openness. Together, we diagnosis what is wrong and right about the business model, leadership approach and ... well, everything.
- d. Prioritizing this work so you make progress (4 + hours/month).

- i. "Homework" as agreed upon. (2 hours+), Done and sent within a minimum of 24 hours in advance of the monthly call.
  - ii. Committed to the monthly 1-hour call with 30 minutes self-prep time and 60 minutes to self-debrief post-call (2.5 hours) Listen to the recordings\* for most effective debrief.
  - iii. Taking action in between calls. We will be in connection throughout the month (mostly on email) for accountability and progress.
- e. You agree to have the call recorded\*. (See Recordings, below)
- f. Use of a quiet space, Skype access, and a headset with an integrated microphone so the quality of the recording is optimal.
- g. Before wrapping engagement, hold a 60-minute closing call to debrief the engagement (1 hour) and how you'll develop a process to continue the strategic work we started.
- h. Fee structure
  - i. \$9,900 for 6 months or \$18,000 for a year.
  - ii. Paid 1/3 at the start of the consultation (before the 1st session), 1/3 at start of month 3 or 5 respectively, 1/3 at last wrapping engagement call.

### **Commitments: What You Get**

1. Confidentiality
2. Consultative advice: to spot and name issues clearly without imposing one's take
  - a. Asking powerful questions
  - b. Holding space for you to get real
  - c. Listening to what is said and also what's left unsaid
3. Access to Nilofer's [extensive experience](#) in leadership, business strategies, and innovation tailored to your specific needs. Offering solutions, ideas, and resources for how to approach specific areas we've identified.

### **\*Recordings:**

We record all of our conversations to help the transformative process. It's hard to take notes and think big with someone at the same time. It's hard to have an epiphany and fully decode that epiphany IRL. The recording(s) is a supporting resource you can return to it post-meeting. With this, the session keeps on giving because you have the opportunity to really immerse yourself in the learnings at your own pace. It's also an advantage for folks who want to go back and hear what his/her 'old' thinking might have been. If we say something so insightful that it could be useful to others, you will be asked if these recordings can be used. You, the participant, retain the right to say no, be anonymous, or use a pseudonym. Of course, Nilofer Merchant (LLC) retains the right to write about any insights without your permission as long as your name is not included and the situation obfuscated.