The Career Tune-Up

A division of Raven Lee Consulting, LLC

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Leadership Development Sponsorship Request

LPI 360 Leadership Assessment & 1:1 Debrief

Dear Leader or HR Partner,

A leader on your team has asked to complete the **LPI 360** with me and would like the organization to sponsor it. This letter explains what it is, what your organization gets from it, and how to pay for it.

WHAT IT IS

The Leadership Practices Inventory (LPI) 360 is one of the most widely used and researched leadership assessments in the world. It measures 30 specific leadership behaviors across the Five Practices of Exemplary Leadership. The leader rates themselves, and their manager, peers, and direct reports complete a short anonymous online survey. I then meet with the leader for a live, one-on-one debrief to turn the results into a focused development plan.

WHAT YOUR ORGANIZATION GETS

- A more self-aware, intentional leader who knows how they land with their team
- Stronger team engagement and trust, which supports retention
- Development targeted to this leader's real gaps, not generic training
- Bench strength: a leader better prepared for broader scope
- A low-cost way to test the value of coaching before committing to a larger engagement

CONFIDENTIALITY

- Rater responses are anonymous
- The results and the debrief belong to the leader, who decides what to share
- If you'd like a sponsor check-in on development priorities, we agree on it with the leader in advance

INVESTMENT

> **$475** ~~Regularly $995~~
>
> Special pricing for Leadership Effectiveness Checkup participants, available through **December 31, 2026**. Includes the LPI 360 assessment, all rater surveys, the full report, and a live 1:1 debrief.

Pay by company card here, or email me to request an invoice. If the leader continues into coaching within 30 days, the $475 is credited toward the engagement.

ABOUT ME

I'm a former VP of HR and VP of Talent Management with an MS in Industrial-Organizational Psychology. I'm an ICF-credentialed coach (ACC), PHR, SHRM-CP, and an authorized LPI partner. I've sat on the sponsor side of leadership development, so I know what organizations need to see from it.

I'm happy to answer any questions by phone or email.

Raven Lee
Executive Leadership & Career Coach, The Career Tune-Up

678-654-4771 · raven@thecareertuneup.com

Your note to send with this letter

For the leader: adapt this for your manager or HR partner and attach page 1.

SUGGESTED EMAIL

Subject: LPI 360 for my leadership development: sponsorship

[Name],

As part of my development plan, I'm completing an LPI 360 with Raven Lee, an executive leadership coach and former VP of HR with an MS in Industrial-Organizational Psychology, and I'd like the company to sponsor it.

The LPI 360 gathers anonymous feedback from my manager, peers, and direct reports on 30 leadership behaviors. I'll work through the results one-on-one with Raven and leave with a focused plan. I'll use it to **[the business outcome, e.g., strengthen how I lead the team through this year's growth / prepare for broader scope / sharpen how I develop my managers]**.

The investment is $475 (regularly $995) if we enroll by December 31. The attached letter covers the details and payment by company card or invoice.

Time away from the work is minimal: a short survey for raters and one debrief for me. I'll share the priorities I'm focusing on once I have them.

Please let me know by **[date]** whether we can move forward.

[Your name]

POSITIONING THE REQUEST

- **Lead with the outcome:** connect it to a result your organization already cares about, not to wanting feedback.
- **State it as a plan, not a favor:** you're investing in your effectiveness; the question is only who funds it.
- **Use the budget that exists:** professional development, training, or tuition funds often cover assessments.
- **Set a decision date:** the $475 price is available through December 31, 2026.

Questions about sponsorship? Reach me at **raven@thecareertuneup.com** or **678-654-4771**.