



LEADERSHIP DEVELOPMENT SERVICES

2026 PROGRAM & PRICING GUIDE

LEARN MORE AT [COMMUNITIESPROJECT.ORG](https://communitiesproject.org)



The Communities Project is a national initiative that strengthens the leadership capacity of individuals and organizations working in addiction, recovery, behavioral health, and community-based systems.

Through training, coaching, and long-term leadership partnerships, we support leaders in navigating complexity, reducing burnout, and building sustainable, values-driven organizations.

01

THE LEADERSHIP COLLECTIVE

02

CUSTOM TRAININGS & WORKSHOPS

03

TRANSFORMATIONAL LEADERSHIP

HOW OUR SERVICES ARE STRUCTURED

Our work is offered across three interconnected service areas. Organizations may engage with one service or move between them over time.



1

The Leadership Collective

An ongoing organizational partnership, year-round.

2

Custom Trainings & Workshops

High-impact sessions — available virtually or in person.

3

Transformational Leadership

Cohort-based, individual leadership development.

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MODULE ONE

The Leadership Collective

Year-round leadership development for organizations.

The Leadership Collective is a cost-effective, sustainable alternative to one-off trainings. It provides consistent leadership development across an entire organization — even amid funding uncertainty. Rather than relying on isolated events, organizations partner with The Communities Project for predictable, ongoing leadership support.

THE CHALLENGE

- Increased burnout and turnover
- Reduced discretionary workforce funding
- Growing leadership demands with fewer resources

THE MODEL WORKS

- Spread leadership development across the year
- Reduce logistical burden of one-time trainings
- Demonstrate ongoing workforce investment to funders
- Build shared language and leadership practices
- Access coaching without large, one-time invoices

Program Goals

- Strengthen leadership capacity at every organizational level
- Improve communication, trust, and alignment
- Reduce burnout and staff turnover
- Support supervisors navigating emotionally intensive work
- Build long-term organizational stability

Core Program Components

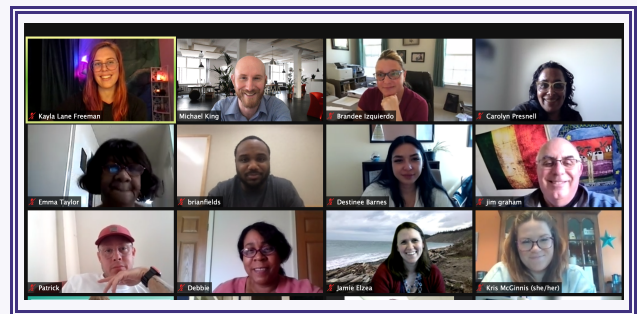
- Monthly leadership workshops (60 minutes, virtual)
- Quarterly extended workshops (3 hours, virtual)
- Leadership training and customized workshops (tier-dependent)
- Organizational consulting
- Individual coaching for leaders and supervisors

MODULE 1 • THE LEADERSHIP COLLECTIVE

Membership Tiers

Scale your investment based on need and financial makeup and outlook.

FOUNDATION	LEADERSHIP PLUS	PREMIUM
\$3,600 per year · \$300/month	\$6,600 per year · \$550/month	\$9,600 per year · \$800/month
✓ Initial organizational consultation ✓ Monthly 60-minute staff workshops ✓ Monthly executive coaching ✓ Quarterly leadership practice guide	✓ Everything in Foundation ✓ Quarterly extended workshops ✓ Coaching for supervisors/managers ✓ Quarterly consulting support	✓ Everything in Leadership Plus ✓ Full leadership training ✓ Expanded consulting and coaching ✓ Priority scheduling & strategic partnership



See a full breakdown of tier benefits at communitiesproject.org

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MODULE TWO

Custom Trainings & Workshops

High-impact leadership development — available virtually or in person.

These offerings are ideal for organizations seeking targeted leadership development, staff alignment, or skill building around specific challenges. Trainings and workshops can be delivered as standalone sessions or sequenced across multiple engagements.

Core Leadership Framework

- ✓ Leadership is a natural expression — leaders are not “created,” they are uncovered
- ✓ Leadership development begins with identifying how individuals block their own results
- ✓ Responsibility, self-reflection, and feedback are foundational to effective leadership
- ✓ Leadership is collective — it exists at every level of an organization

Available Trainings & Workshops

Building a Leadership Practice <i>A foundational training focused on responsibility, self-reflection, feedback, and speaking to the leader in everyone.</i>	Storytelling & Leadership <i>Based on Marshall Ganz's Story of Self framework — communicate with clarity, authenticity, and purpose.</i>	Conflict & Leadership <i>Understand your relationship to conflict and engage it as an opportunity for trust and alignment.</i>
Goals, Strategies & Tactics <i>A deep dive into planning — mission, vision, goals, strategies, and tactics, with hands-on application.</i>	Community Engagement <i>Sustainable engagement practices grounded in listening, relationship building, and storytelling.</i>	Leadership & Supervision <i>The distinction between leadership and management, integrated into staff development.</i>
Building a Culture of Responsibility <i>A full-day workshop on modeling responsibility in day-to-day organizational practice.</i>	Trauma-Informed Leadership <i>Navigating trauma-informed environments while maintaining responsibility and clarity.</i>	Leadership & Advocacy <i>Reframing advocacy as opportunity — applying leadership principles to advocacy efforts.</i>

Pricing Overview (Flexible)

In-Person Leadership Training (single day)	\$6,500
In-Person Leadership Training (multi-day)	\$10,000
Virtual Leadership Training (two 3-hour sessions)	\$5,000
Virtual Leadership Training (three 3-hour sessions)	\$7,500
Workshops	\$2,500
Leadership Coaching & Consulting	\$150/hour

Full training descriptions and scheduling at communitiesproject.org

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MODULE THREE

Transformational Leadership

Cohort-based leadership development — leadership from the inside out.

Transformational Leadership is an advanced, immersive leadership program for individuals seeking deep personal and professional growth. Participants engage in structured workshops and individualized coaching within a supportive cohort environment. This program is co-designed by The Communities Project and our partner Douglas Smith of D-Degree Coaching & Training.

~15
COHORTS DELIVERED

200+
PROGRAM ALUMNI

\$28K–72K
COHORT INVESTMENT

Core Leadership Practices

- Responsibility
- Self-reflection
- Feedback
- Collective leadership

Program Components

- Storytelling & Leadership
- Collective leadership development
- Conflict management & trauma-informed leadership
- Goal setting and change leadership

Each Cohort Includes

- ✓ Five facilitated leadership workshops
- ✓ Individual leadership coaching for each participant
- ✓ Curriculum customization aligned with organizational context
- ✓ Application, interview, and cohort selection process

Program Investment

Investment varies based on cohort size and delivery format. A detailed proposal and budget is developed collaboratively to align with organizational goals and resources. Pricing depends on three primary factors:

- Number of participants in the cohort
- Total number of coaching sessions provided
- Whether sessions are held virtually or in person

TYPICAL COHORT INVESTMENT RANGE

\$28,000 – \$72,000

Based on number of participants, total coaching sessions, and virtual vs. in-person delivery

MEET YOUR TRAINER & COACH



Michael King

Michael King is the Director and Creator of The Communities Project and previously served as Director of Outreach & Engagement for Facing Addiction with NCADD. He spent more than a decade working in the political arena, with experience ranging from Presidential to local campaigns. Michael served as Campaign Director, Field Director, and Communications Director for the Washington State Democratic Party, as well as Executive Director of the Washington State Senate Democratic Campaign Committee. His work has focused on organizing and mobilizing diverse constituencies, including organized labor, veterans, and young people.

He is the co-founder of a Washington State-based nonprofit organization focused on youth civic engagement and has served as Public Policy Committee Co-Chair for Faces & Voices of Recovery. Michael is a 2018 alumnus of JustLeadershipUSA's Leading with Conviction program, has studied solution-focused coaching, and is a graduate of the Rockwood Leadership Institute's Virtual Art of Leadership program. He has also served as a committee member for the Peer Recovery Center of Excellence.

*Michael is also the author of *Between Innings* and writes a baseball-focused Substack that uses the game as a lens to explore leadership, responsibility, community, and resilience.*

READY TO BUILD YOUR LEADERSHIP PIPELINE?

Let's start the conversation — trainings, membership, or a Transformational Leadership cohort.

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