INSPIRING PERSONAL GROWTH

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ICF-ACCREDITED PERFORMANCE SYSTEM FOR SOFTWARE ENGINEERING TEAMS

Your Engineers Are Underperforming.
It's Not a Skills Problem.

THE PROBLEM

83% of software developers report workplace burnout.[1] 65% now carry expanded responsibilities with no additional support.[2] The cost of losing one senior engineer: 100 to 150% of their annual salary.[3]

Generic L&D programs don't reach them. They need a system designed for how engineers think, work, and perform. Built by someone who has been in their chair.

THE SOLUTION

The A.L.I.G.N.E.D. framework is an evidence-based performance system built on ICF-accredited coaching methodology, informed by neuroscience and behavioral science. It combines 7 years of hands-on software engineering experience with structured coaching to deliver measurable retention and performance outcomes.

Engineers engage because the system speaks their language.

529% ROI[4]

On executive coaching (MetrixGlobal, Fortune 1000). **One prevented departure pays for the program.**

MOST POPULAR

STARTER	GROWTH	TRANSFORMATION
Pilot Workshop	**Team Program**	**Full Integration**
• Half-day session (3-4 hours) • Burnout prevention + performance • Virtual or on-site, up to 15 engineers • Post-workshop action plan	• 12 weeks: 6 biweekly 1:1 sessions • 3 team workshops + 2 manager sessions • 5 to 10 engineers • Measurable outcomes tracking	• 6 months: 24 weekly 1:1 sessions • 6 workshops + 3 leadership alignments • Pre/post retention assessment • Custom-designed for your culture
€3,000 – €5,000	€12,000 – €20,000	€25,000 – €45,000

CREDENTIALS

ICF Performance Coach (ACC) · MIT Sloan, Neuroscience for Business · 300+ hours coaching professionals · 7 years Senior Software Engineer

Author: A.L.I.G.N.E.D.: The Ultimate High Performance Framework for Software Engineers

Book a 30-Minute Discovery Call
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[1] Haystack Analytics (2021) [2] LeadDev Engineering Leadership Report (2025) [3] SHRM [4] MetrixGlobal / Manchester Inc., Fortune 1000 (n=100)