Investment and Engagement Models

How we scope and price work at PELMO International

Engagements are scoped based on the problem being solved, the complexity involved, and the outcomes required. The table below provides typical investment ranges.

Engagement Type	Typical Investment (USD)
Diagnostic	$15,000 – $25,000
Targeted Intervention	$12,000 – $60,000
Integrated Program	$90,000+

A diagnostic for a 300-person regional organisation looks different than one for a 5,000-person global enterprise. The ranges above reflect that variation. Final investment is confirmed after a scoping conversation or diagnostic.

What shapes investment

Scope is determined by a small number of factors: the nature of the problem, the number of people and roles involved, the level of organisational complexity, the depth of behaviour change required, and the delivery format (virtual, hybrid, or onsite).

This approach allows organisations to invest appropriately without paying for unnecessary activity or generic solutions.

Leadership and Communication Diagnostic

Typical investment: $15,000 – $25,000

A focused engagement designed to identify what is driving communication or leadership breakdowns before any intervention is chosen.

The diagnostic produces a detailed scope and confirms investment for any recommended intervention so you are never asked to commit without knowing exactly what you are paying for.

Organisations often use the diagnostic to avoid significantly larger investments in misdirected training or change initiatives.

Targeted Leadership or Communication Interventions

Typical investment: $12,000 – $60,000

When diagnosis confirms that development is warranted, these interventions are designed around real conversations and real pressure points, not generic content.

Examples include powerful conversations programs for leaders and their teams, feedback and accountability alignment, cross-functional communication reset, and leadership decision-making under pressure.

These interventions are designed for application, not exposure. They include practice, feedback, and reinforcement, not standalone workshops.

Integrated Programs and Extended Engagements

Typical investment: $90,000+

Some organisations require a combination of diagnosis, targeted intervention, and follow-through over time.

These engagements may include initial diagnostic work, multiple learning cohorts, leader and manager involvement, follow-up application sessions, and measurement of behavioural change.

Investment is scoped to the scale of the organisation and the depth of change required, with higher investment for complex or multi-region environments.

How organisations assess value

Most organisations do not measure leadership and communication costs directly, but they feel them: slower decisions, escalations that should have been resolved earlier, high-performing people leaving, managers spending time managing around issues rather than through them.

When these issues are resolved, the return typically exceeds the cost of the engagement many times over. Even modest improvements in retention, decision speed, or issue resolution often justify the investment on their own.

More importantly, leaders regain capacity and confidence in their ability to lead effectively.

Our approach to investment

We do not assume that more work is better work.

In some cases, the most responsible recommendation is a limited intervention. In others, it is no intervention at all. Our role is to help organisations make decisions that solve real problems, not to sell predefined programs.

That discipline is intentional.

Next steps

Organisations typically begin with a short scoping conversation or a diagnostic engagement to clarify the nature of the issue and determine whether further work is warranted.

From there, any proposed engagement is designed to match the reality of the organisation, with confirmed scope and investment before you commit.

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