



Lead with Potential – Coaching for Charity Professionals

Skill – Experience - Understanding.

I'm a senior level qualified Executive Charity Coach with nearly 10 years of coaching and mentoring experience—and over 20 years working in and alongside and for the charity sector.

I know just how rewarding, and how tough, charity work can be. Many leaders face intense pressure, burnout, and emotional strain—especially now. Recent studies have shown:

- 85% of small charity leaders say their role has harmed their mental health, with 20% calling it “severe” (Third Sector)
- Over 90% say their mental health has affected their work (Third Sector)
- Charity leaders cite growing financial pressures, with many forced to make tough decisions, including staff cuts (Civil Society)

I believe coaching offers essential space for charity professionals to reflect, connect, and recharge. It helps reduce isolation and supports resilience in demanding roles.

My own journey began after recovering from burnout in my early twenties whilst working in hotel management. That experience led me to develop an interest and passion for recovery and mental health. I became CEO of a Local Mind Charity for eight years and later founded MMC Ltd, a charity consultancy. I now lead a small team delivering a wide range of coaching and fundraising support services to the sector.

Driven by my interest in personal development, I've continued to grow professionally—earning the ILM Level 7 Diploma for Executive & Senior Level Coaches and Mentors (2024), holding EMCC Practitioner Membership, and becoming a certified Feel the Fear and Do It Anyway trainer. I'm also trained in Mental Health First Aid and Suicide Prevention (ASIST).

Coaching for me is the culmination of my life's work, it is more than a service—it's a way I can stand alongside charity leaders and staff doing vital work, and help them grow and thrive in challenging times.

What type of people I work with...

If you work or volunteer for a charity, you will benefit from my coaching.

You could be a Chief Executive, or a member of your charity's senior leadership team. Equally, you may not be at an Executive level but could hold a role in Fundraising, Operations or be part of the Administration or HR team. I have also worked with Trustees whose role as Chair is to support their Chief Executive's.

In addition to working with individuals, I work with small teams of employees, providing workplace wellbeing workshops.

I have coached and mentored over 40 social enterprises and charities around a variety of topics.

Maria - Fundraising Executive - Citizens Advice

Receiving mentoring from Marsha was a wonderful experience and gave me knowledge and understanding that I can use in fundraising, but also, in everyday project management. Marsha is incredibly well organised, professional, supportive and responsive to her mentee's needs. I am surprised at how much I learned in our few sessions. I highly recommend the service. Many thanks!

Lynne – Former Deputy CEO Age UK Plymouth

Change was needed in both my professional and personal life and Marsha's executive coaching enabled me to better understand my challenges and behaviours allowing me to take the steps needed to make positive change. Marsha's skills, holistic approach and solution focused programme made me really sit up and think about what I actually wanted and what I could practically do to improve my work/life balance. As a result, I have now changed employers and moved onto a highly rewarding job. I actively refer to the mechanisms I learnt in the programme, and I would recommend Marsha to anyone needing to re-focus and/or make changes to their personal or professional life.

Val – CEO Community Council for Somerset

When I first begun coaching with Marsha, I expected that we would focus on my professional needs and development as I begun to tackle a new senior role. What I found was that trying to separate personal and professional is impossible and it has been intensely rewarding to look at my life holistically, using carefully designed tools and methodologies. Marsha's calm, compassionate and careful questions have offered challenge in a positive way, and together we have created a safe space where I can explore both work dilemmas, and plan for personal growth. I am looking forward to future sessions – I feel that our relationship has grown, and that this will

help me tackle difficult topics and challenges with a 'critical friend', where previously it has felt very lonely at times. I did not expect coaching to create that companionship but now see that it is a vital component to success.

Top 4 Problems and Key Benefits.

Helping charity CEO's and senior managers develop key leadership skills so they can be the best they can be. Increased confidence in their ability to lead in a strategic way, make better decisions, increase productivity and becoming more emotionally intelligent leaders

Helping fundraisers of all levels, navigate a challenging funding environment. I do this by providing practical tools and space to help you organise your workload better, feel less overwhelmed and increase your productivity and confidence.

I offer help for all charity staff who are navigating career changes helping them adjust to new roles or exploring future options. This will help you explore what is important to you in your career, help you create a personalised values based personalised biography.

Helping leaders develop a culture of wellbeing for themselves and their teams ensuring they can achieve a better work-life balance and reducing overwork and burnout, resulting in less staff absenteeism and happier more cohesive teams.

One to one Coaching.

The Six Session Sprint – a focused journey of 6 sessions – £720.00

Packages below are for those wanting support for a longer period: The prices shown include a saving based on my standard one session price of £130.00.

The 6 month partnership (12 sessions) for longer term reflective coaching includes email support in between sessions £1,320 (£240 saving)

The 12 month partnership (24 sessions) for deeper coaching, often working on both personal and professional development needs. Includes email support in between sessions - £2,400 (£720 saving)

I will ask you for information about your individual needs for coaching at your free chemistry conversation, you can read more about this here.

Coaching Packages

I have created two packages of support, one is for Fundraisers, and one is for charity professionals seeking help with Personal Development. Both include emails between sessions and access to resources.

£750.00 fixed fee

Fundraisers Focus Package - 6 sessions - To support fundraisers in navigating their challenges, managing stress, building resilience, and developing strategic, sustainable, and productive ways of working.

This package is developed with your needs in mind, set around the following themes:

- Reflecting and agreeing on key challenges and outcomes for coaching
- Managing Stress and Building resilience
- How to work smarter, managing energy whilst still being productive
- How to work strategically, managing short- and long-term goals
- Developing confidence and managing working relationships well
- Reflection and forward planning

Chart your Course Package – 6 sessions - To support charity professionals in understanding themselves more deeply, identifying their values, strengths, and career goals, and taking purposeful steps toward personal and professional growth

This package is developed with your needs in mind, set around the following themes:

- Personal audit – where am I now? exploration of current role, review of what drives you, what others say about you, your key skills & strengths.
- Career Reflections – what have I learnt about myself so far, what choices do I have going forward?
- Future Visioning – using coaching tools and techniques to dig deeper into where you see your career path going, what is important to you and what are your limiting beliefs, and how to work on these.
- Creating your own personal development/branding plan – identifying next steps and building in accountability and further resources for support

Creating a Caring Culture - Employee Wellbeing Workshops

Two half day workshops delivered at 6-month intervals online or in person

Overall aim – To increase awareness of common mental health challenges in your specific area of charitable delivery (e.g. children and young people etc) Development of practical skills and strategies to aid resilience and build peer support within your teams. Creation of a reflective and supportive workplace culture.

Session one “Understanding and Strengthening Foundations” – Awareness, Stress Management and Self Care in your workplace.

Session two “Embedding and Growing Resilience” – Creating sustainable habits, connecting with others and creating a supportive culture of wellbeing in your team.

Each Half Day workshop – online price - £350 or in person price £450 plus mileage.

Other support for charity leaders and staff.

Talks – I can attend networking events and give talks to your team.

Resources – These are available to all clients that work with me.

Summary

I support charity leaders and staff who are facing work, leadership, or personal challenges and want to feel more confident in themselves and their abilities. What sets me apart is my deep, first-hand understanding of the charity sector—combined with my professional training as a qualified coach. I bring together lived experience, insight, and practical tools. As a result, my clients say they feel more informed, empowered, and better equipped to lead, grow, and thrive—both professionally and personally.

Further help

If you feel you would benefit from working with me, and would like a template business case to put your case to your line manager I can provide this, just drop me an email or give me a call.

Contact information:

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