



# The Coach Approach™

Practical leadership development for leaders who want better conversations, stronger performance, and healthier cultures at every level.

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Service Brochure



Lead. Listen. Grow.



## Who's it for?

Leadership value is created not by carrying everything, but by creating the conditions where responsibility is shared and accountability can emerge naturally.

Many leaders come to me when leadership feels heavy, often because they're carrying concerns and responsibilities that were never meant to sit solely with them. My work helps leaders rethink the role they play, redistribute responsibility more effectively, and lead with greater clarity, confidence, and trust.



### For HR and L&D Leaders:

You want leadership development that sticks. Not theory, not tick-box training, but real behaviour change that builds trust, capability, and performance.



### For Senior Executives & People Leaders:

You're under pressure to deliver results while leading people well. You want clarity, confidence, and a safe space to think and grow.



### For Coaches and People Practitioners:

You support others. Supervision gives you the space to reflect, challenge yourself, and stay grounded, ethical, and effective.

*"Most leadership challenges aren't technical. They're relational."*



## Coaching & Supervision

### Why leadership conversations matter

Leadership rarely fails because of a lack of knowledge or skill. When leaders don't have space to think, performance and relationships suffer. I provide a confidential thinking space to explore challenges, decisions, and patterns that get in the way of effective leadership and coaching.

#### Available as:

- 1-1 Coaching
- Group Coaching
- 1-1 Supervision
- Group Supervision

#### These sessions help you:

- Think more clearly
- Lead with confidence
- Have better conversations
- Build awareness and impact

This work supports leaders and coaches at all stages, from first-time managers to senior executives.



## Leadership Insight

(Profiles with Coaching Support)

**INSIGHT** → **CONVERSATION** → **ACTION**

*"Profiles don't create change.  
Conversations do."*

That's why every profile I use is paired with coaching support. I use Clarity4D and TalentPredix™ within coaching conversations to turn insight into action.

### Clarity4D

Build awareness of communication style, behaviour under pressure, and leadership impact. Ideal for leaders and teams who want better conversations and fewer misunderstandings.

#### *Includes:*

- ↗ Individual profile
- ↗ Coaching-led debrief
- ↗ Practical development focus

### TalentPredix™

Reveal strengths, motivators, and performance drivers that traditional assessments miss. Ideal for leaders, teams, and organisations focused on sustainable performance.

#### *Includes:*

- ↗ Individual, Team or 360 assessment
- ↗ Coaching interpretation
- ↗ Clear development actions

## The Coach Approach™ Leadership Programme

Designed to create lasting change, not short-term motivation.

A structured leadership programme for organisations that want to move from managing people to developing them. This programme is ideal for organisations developing current and future leaders at scale, supporting consistency across leadership behaviours, language, and culture.

This programme helps leaders:

- Shift from telling to listening
- Build trust and psychological safety
- Guide performance through conversation
- Align behaviour with values and culture

The programme blends:

- Practical workshops
- 1-1 leadership coaching
- Group supervision and reflection
- Clarity4D and TalentPredix™ insights
- The Coach Approach™ framework



Leaders leave better able to share responsibility, have clearer conversations, and create accountability without control.



## What Next?

### *A simple place to start*

If you'd like a quick way to reflect on your leadership style, you can begin with my free Leadership Style Survey.

It's designed to prompt reflection, not label you.

Scan the QR code to get started.

### *Why it works*

This work is grounded in one belief:

Leadership improves when self-awareness, conversation, and trust improve.

Tools create insight... Coaching creates change. Together, they build leaders who perform, adapt, and grow others.

### *What now?*

If you're preparing for 2026 and want to explore how leadership development could make a real difference, let's have a conversation.

We'll explore what's most useful for you, your people, and your organisation. No obligation. Just a conversation.





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