





The Leadership Coaches is a premium Executive Coaching service. We utilise our strategic programmes that align the needs of senior leaders with business goals to help everyone exceed their ambitions.

Our state of the art structured and measured coaching programmes, which are delivered by a diverse and talented team, are at the core of our service. Not only does every coach have to meet our rigorous standards of quality, but they also have to have real world experience. We've walked in the shoes of those we coach. This is managed by our strategic matching process, ensuring we provide the most relevant coaches for our Executives.

We partner with our global clients, taking the time to understand their business and their overarching objectives. Our honesty and integrity often surprises those we work with. We forge strong relationships with our clients, and that's what makes our results so exceptional. You have a job to do already. Our job is to limit the impact on your time, while maximising the impact on your potential. With our insightful coaching style, along with our sponsor updates and full account management process, it means you couldn't be in more reliable hands.

While our programmes are structured as an outline, every coaching session is unique. In fact, it's our distinguished ability to tailor sessions to meet the needs of the C-Suite or directors, whilst also aligning these with overall business requirements, that has ensured we've been able to deliver sustainable, targeted and ambitious results for everyone we've worked with.

There is no 'one size fits all' and certainly no 'let's just pay for 6 sessions and hope it works' thinking across The Leadership Coaches. A dedicated and tailored approach is a key part of the integrity value we hold close, and our Founder, Zoé's, uncompromising style to leading our coaches to strive for the best results for your leaders and your business is what makes us so successful at what we do.

To be the highest performing business, you need the highest performing leaders. The Leadership Coaches are experts at taking an already talented C-Suite and helping them to discover even greater potential, all while minimising the impact on resources.





OUR VALUES



When you partner with The Leadership Coaches, you are doing more than just working with a world class executive coaching business. You are helping us to address some of the key challenges in the world: inequity and poverty.

Our overarching objective is to make a difference to lives with our profits. Not only do we donate beyond 1% for the planet, but many of our coaches offer time pro bono to coach or mentor those who otherwise couldn't access our service. We especially aim to support those who want to develop but are financially restricted to do so because of inequity. Our whole business has been built on the foundations of respect and diversity.

Striving for Diversity & Inclusion

Our whole business has been built on the foundations of respect and diversity. We would like to see a world where there is far more diversity in leadership, and we always advocate for this.

It is important to us to have diversity on our coaching team, and we are always looking for new coaches that meet differing demographics to join us. Not only does diversity offer so much more in terms of a balanced team, but this also means that we are able to match coachees more accurately as we have a larger range of coaches with broader experiences, just as senior leaders have.





We are proud to have a 100% success rate when it comes to coachees making progress towards their objectives through executive coaching.

UNDERSTANDING YOUR BUSINESS REQUIREMENTS

The first step is always for us to understand the business requirements. For it to be truly successful, executive coaching needs to align business goals with leadership requirements. We are ambitious on your behalf to ensure we work out the best coaching strategy to meet all objectives.

COACHING PROGRAMMES

Our coaching programmes are developed with in-built metric progress indicators. We believe in the power of sponsored coaching. Executive sponsors are typically senior stakeholders in the organisation that provide insight as 'the eye in the business'. Creating this triangulation of coach, coachee and sponsor allows for a feedback loop that is essential for aligning the coaching process with organisational goals, whilst also producing the advantage that the executive's development is visible and impactful.

MEASURED RESULTS

By working with your executives and their sponsors, we define measures of success at the start of the coaching programme and we triangulate this at mid-point and end-point reviews. We do this by not only gathering feedback from the executive, but also the sponsor and what they have captured about progress seen in the business as a result of the coaching.



EASE

We take care of the beginning to the end of the programme and show our work throughout. We also have our own Coaching Portal making it easy for coachees to book and amend their sessions, and for the coach to share useful resources with the coachees.

ACCOUNT MANAGEMENT PROCESS

Every client is given a dedicated account manager, and they will agree with the client the regularity of communication and preferred communication method. Account management includes updates on the number of executives in coaching, the point at which they are at in their coaching programme, and any other feedback that has been agreed with the client company and the executive being coached.

RIGOROUS QUALITY

We only work with coaches who are at the very top of their game. Our selection process is rigorous and we have very precise criteria. All of our coaches have been fully vetted to ensure that they meet our high standards, and we value diversity in our whole team.

COACH MATCHING

We don't think it's right to use computer algorithms to match a coach with a coachee. People are complicated and can have varying needs. We take the time to explore who the coachee is and what they hope to get out of their coaching journey, and then we make human decisions on which coach could be a good fit. We always offer our coachees a choice of two coaches so they can see who they have the best chemistry with.



COACHING WITH A SPONSOR

Each coaching solution we offer is evidence-based, goal-focused, and provides ROI verification

CONTACT THE LEADERSHIP COACHES 01 The first step is for us to find out more about each other. We'll explore your requirements so we can make a coaching plan. **DISCOVERY CALL** 02 The coachee(s) will then meet with a member of our Senior Leadership team to establish their needs, and we'll set them up with access to our coaching portal. **COACH MATCHING** 03 The coachee(s) will be matched with two executive coaches, which they can select from following a chemistry call. CONTRACTING 04 Following the completion of preparation documentation, the coachee(s) will have a session with their chosen coach to agree how to work together. SPONSOR CONTRACTING 05 We will meet with sponsors to discuss the coaching process and clarify their role and expectations. TRIAD MEETING & QUALITY REVIEW 06 The next step is for the coach, the coachee and the sponsor to meet in the first triad session. **COACHING SESSIONS 1-3** 07 The first three coaching sessions will take place over a three month period. MID-POINT TRIAD REVIEW 08 We'll meet again with the coachee and the sponsor to conduct a mid-point quality call, where we'll discuss what's going well and areas for improvement. **COACHING SESSIONS 4-6** 09 Three more coaching sessions will take place over a three month period. **END-POINT EVALUATION** 10 The coach will conduct an end-point evaluation with the coachee and sponsor. In addition, a member of our Senior Leadership Team will set up a final quality call to evaluate the coaching experience.



COACHING

Executive Coaching

No matter where people are in the executive journey, at some point most leaders will partner with an executive coach; a sounding board, confidante, and someone with whom they can be challenged, supported and held to account.

Each leader has their own journey, their own strengths and challenges, and the right match with the ideal executive coach finds them in an extraordinary position of developing themselves to go beyond their previous leadership capabilities.

Here at The Leadership Coaches, our executive coaches have been hand-picked by an exceptionally fussy leader, and our coach matching is done with precision through no-obligation chemistry calls, to ensure the match is successful for the leader to have long-term coaching objective success.

We work with leaders in national and international organisations, and whether you are the person seeking coaching in the business for yourself or you are the solution finder for your wider business coaching needs, we are here to help you and your business thrive.





CASE STUDY

From Self-Doubt to C-Suite: Xena's Transformative Executive Coaching Journey

BACKGROUND

Xena approached executive coaching with a clear objective: to build her confidence and develop the necessary leadership qualities to reach her goal of securing a C-suite role within 18-24 months.

Before the coaching sessions, Xena felt that her career progression was being hindered. She often found herself being dismissed or ignored by colleagues and working with individuals she described as "blockers" or "unprincipled people" who drained her energy and enthusiasm. These challenges undermined her confidence, making it harder to assert herself and effectively pursue her ambitions.

COACHING OBJECTIVES

The primary goal of Xena's coaching journey was to build her confidence to support her career development, with the ultimate aim of reaching a senior leadership role in the C-suite. Her coach worked with her to explore both external and internal factors that were holding her back, focusing on her mindset, leadership skills, and how to navigate workplace dynamics.

IMPACT OF COACHING

- 1. Knowledge Gained: Through the coaching process, Xena gained valuable insights into how others perceived her within the organisation. This new perspective allowed her to better understand the dynamics at play in her interactions with colleagues and helped her develop strategies to influence how others saw her. This knowledge was a critical first step in reframing her approach to leadership and communication.
- 2. Skills Developed: A significant part of Xena's coaching involved learning techniques to manage concerns about negative outcomes, which had previously eroded her confidence. The coach introduced her to practical tools for addressing anxiety, managing difficult conversations, and building resilience in the face of challenging feedback or roadblocks. These skills enabled her to tackle uncomfortable situations with more clarity and composure, reducing the impact of self-doubt.
- 3. Behavioural Changes: One of the most notable changes was in Xena's behaviour, both in how she viewed herself and how she interacted with others. While confidence remained an area of ongoing growth, Xena made a significant breakthrough in believing in herself and her abilities. Her newfound self-belief translated into more assertive behaviour, allowing her to stand up to "blockers" and take control of her professional path. She also became more proactive in influencing decisions and driving initiatives forward, stepping into leadership with greater self-assurance.



Key Outcome

The most important outcome for Xena was her shift in self-belief. Where once she struggled to trust in her abilities and leadership potential, she now had the confidence to pursue her goals. This transformation in mindset became the foundation for her continued growth and development.

As a result of this coaching journey, Xena successfully achieved her goal and secured a C-suite position within the desired timeframe. Her enhanced confidence, leadership skills and self-awareness played a crucial role in helping her reach this milestone.

What Worked Well in the Coaching Partnership

The flexibility and openness of the coaching sessions were pivotal in Xena's success. Her coach provided a space where she could explore her challenges freely, without a rigid structure, allowing each session to adapt to her immediate needs. This dynamic approach enabled Xena to work through real-time issues while steadily progressing towards her long-term goal of building confidence and advancing in her career.

Xena's coaching journey illustrates the profound impact that executive coaching can have on personal and professional development.

"Reflecting on my journey from the initial stages, where I perceived myself more as a "manager" than a "leader," I now feel a strong sense of confidence in my leadership identity. The transformation in this perception has been reinforced through engaging in triad meetings and meaningful discussions with Simon.

The coaching sessions have played a pivotal role in equipping me with the skills to set up my team for success. This is clear in the effective establishment of my function, now supported by a new management team. The strategic shift in my thinking has resulted in a more streamlined approach, allowing for reduced meeting frequency. This, in turn, has afforded me the opportunity to offer increased support to the broader executive & senior leadership team compared to my previous capacity."

Senior Director, Financial Services





THE LEADERSHIP COACHES

www.theleadershipcoaches.co.uk

© 03450 950 480

info@theleadershipcoaches.co.uk