



dedici



PTE PROVIDER: T90031
2025 - 2027
www.providerofexcellence.com

Coaching Catalogue



This catalogue is primarily for ORGANISATIONS wishing to commission coaching services. If you are interested in 1:1 coaching as an INDIVIDUAL, please contact us at coaching@dedicicpd.co.uk

Please note we have several catalogues and course lists:

[CPD Solutions – Healthcare \(course list\)](#)

[CPD Solutions – Education \(course list\)](#)

[“About Dedici” catalogue](#)

Follow the links above or email info@dedicicpd.co.uk

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Section 1 – Our experience

Since 2012, Dedici has designed and delivered well over **1500** development sessions, helping many thousands of delegates to develop their professional and generic skills. We are “dedicated to development” in the public sector – and have a particular focus on healthcare professionals, both clinical and non-clinical.

We have been commissioned by **over 180 organisations** including over 100 NHS Trusts, 12 “Deaneries” (HEE/NHSE regions) and the wider public/corporate sector. Examples include the below:



Our **average evaluation**, over 3 domains (knowledge, delivery and whether delegates/coachees recommend Deduci) is:

9.3 out of 10 for training
9.4 out of 10 for coaching



When asked “what **effect** has the coaching had on you”, comments have included:

- “This gave me great **confidence** and a newfound **motivation** in my role. It allowed me to **see more clearly** what I needed to do”
- “It stimulated me to **plan** a strategy for career transition”
- “I was able to identify how to set my **priorities** and execute my plan of action”
- “This will help me to **reset** my thought processes and will also help me to **think differently**”
- “The discussion has helped me to **reflect** on my position and set a realistic goal. It has helped me to **challenge** myself”
- “I felt **encouraged** and **inspired**. It was so useful to be able to recount my journey to an outside perspective. I now feel I am deserving of a senior role”
- “It has motivated me to do not only do well with the current project but has also **widened my horizons**”
- “This has helped me to find my job **satisfaction** back!”
- “It has let me **refocus** on a distant dream”
- “I have got a more realistic **awareness** of my chances of succeeding in a different role”

Our coaching services:

We provide:

- 1:1 coaching, in person, online, or via the telephone
- Group coaching/Action Learning Sets
- Co-coaching
- Coaching Supervision
- Team coaching
- Coaching training (workshops)

Coaching can be commissioned directly by an individual (hourly charge), or by an organisation for one or more potential coachees.

For more detailed information, please see [section 3](#).

Evaluation and Reporting

If agreed, Deduci is able to provide an **annual report** (or more frequent) to you as commissioning organisation based on whatever template you provide. Alternatively, we can produce a report based on our Coaching Capture and Evaluations ([please see GDPR/Confidentiality for more details](#)). Our contract manager/admin team can be available for **monthly calls** or to provide a written summary of referrals.

Contracting (including tri-partite contracting where appropriate) can be agreed at the outset to clarify roles, responsibilities, confidentiality, information-sharing, and success measures. Where a line manager or sponsor is involved, we recommend agreeing in advance what will be shared (e.g., goals, attendance, and progress themes) and what will not be shared (confidential coaching content), to support psychological safety and clarity for everyone.

Deduci is well equipped to acknowledge **receipt of referrals** within 24 working hours and for our admin team to make **initial contact** within 48 hours. This will enable us to make introductions, set expectations, arrange the first coaching appointment.

We have systems in place (see Support section below) to enable us to **track** individual cases, detailing the outcomes of each session. Where a coachee has not confirmed attendance after the offer of two appointments, we can escalate this to you.

Support For You

As a virtual business (since 2012!) we use the following technologies to enable constant secure communication between our team and responsive support for our customers:



- Cloud based CRM (Capsule)
- MS365 (Business) including SharePoint/MS Teams
- Secure team messaging to enable timely allocation of work and coordination across the coaching and admin team
- Generic email addresses (e.g., info@dedicicpd.co.uk) seen by the whole team (as well as personal email for 1:1 support)
- Coaching@dedicicpd.co.uk email address as a first port of call for referrals



All the Deduci coaching/admin team have received training and documentation in our processes. They have access to our shared folders containing, amongst other things, our process flows. Our Coaches have all attended an initial Deduci induction and attend our Annual Development day.

After our admin team has made initial contact with the coachee, and the appropriate coach has been allocated (based on their specialities), our policy is that the coach makes contact with the coachee personally, within 3 working days, to arrange a date and time.

Support For Our Coaches

Dedici has many processes in place to ensure that our highly qualified and experienced coaches are continually equipped and supported to provide coaching.

All our coaches attend an initial **induction** where they cover:

- Dedici history and structure
- Our coaching customers
- Our unique external quality assurance (Accreditation via CPD Standards Authority as a Provider of Excellence)
- Contractual issues
- Booking process
- Assignment process
- Supervision

All of our coaches also have access to a growing bank **up to date resources** (videos, checklists, articles etc.) in our shared online portal, in the following categories:

- Autism
- Disability
- Exams & Appraisal
- Fatigued trainees
- Health & Wellbeing
- Neurodiversity
- Supported Returns to work

In addition, Dedici coaches are provided with **internal supervision** by a qualified coach supervisor. Supervision supports quality, ethical practice, reflective learning and continuous improvement, and provides a safe space for coaches to explore dilemmas, bias, boundaries and development needs.

GDPR/Confidentiality

We take the security of personal information seriously and comply with applicable UK data protection law, including the UK GDPR and the Data Protection Act 2018. When handling data there is always an element of risk of data breach or loss, so we use proportionate technical and organisational measures to reduce risk and protect confidentiality.

Dedici benefits from Membership of the Federation of Small Businesses.

As such, we have received legal help to fulfil our duties and we have:

- performed an internal audit
- informed and trained our staff
- set out policies which are regularly reviewed
- ensured that our systems store data securely
- deleted unnecessary data
- prepared an emergency plan
- appointed a data representative who has received training in GDPR requirements



Because coaching often involves sensitive information, we take a confidentiality-by-design approach. Our standard coaching capture is intentionally concise and does not attempt to record the full detail of coaching conversations. It is stored securely with restricted access on a need-to-know basis and protected by strong security protocols. Coaching captures are written in clear bullet-point format and, where third parties are referenced, we avoid unnecessary identifying detail. Coachees receive a copy of their coaching capture and may choose to share it with their organisation; this is entirely their decision. As with most professional coaching, confidentiality has limits.

If a coach becomes concerned about serious risk of harm to the coachee or others, or a safeguarding concern, they will discuss this with the coachee wherever possible and follow appropriate escalation and signposting processes. Coaching is not a substitute for counselling, therapy, legal advice or clinical care; if needs fall outside the scope of coaching, the coach will support the coachee to access appropriate support.







Our reports to commissioning organisations summarise themes, engagement, and feedback at an aggregate level and do not disclose confidential coaching content or include full coaching captures.







We minimise the use of printed documentation for this service. Where records are required, they are stored securely in line with our data retention and confidentiality processes. This supports confidentiality, reduces the risk of loss, and contributes to sustainability.

On this subject, Dedici is pleased to inform you that we are a member of the FSB sustainability Hub and have followed their advice on how to do our part as a small business. We calculate our carbon footprint annually and have chosen to offset 150% of our carbon emissions.



Section 2; Our Coach Team

	<p>Jason Colyer Dip.Couns <i>Counsellor & Specialist Coach</i></p> <p>Jason has extensive experience in coaching and counselling including neurodiversity. His focus is on the person rather than process approach to explore barriers to what is holding back performance and to support the development of new effective strategies to enable progress.</p>
	<p>Sue Cowley FCIPD <i>Executive Coach</i></p> <p>Sue has worked at Board level in an international logistics organisation and as a highly regarded executive coach and mentor. Her extensive experience in organisational change, talent management and diversity enables a thought provoking and pragmatic approach to her coaching practice.</p>
	<p>Sue Daly ACIPD <i>Coach & Trainer</i></p> <p>Sue's interest in neuroscience supports the delivery of training and coaching, to support self-discovery, enabling individuals to reach their peak potential. With extensive experience in career development and resilience, she has also delivered specialist support trainee doctors in the NHS.</p>
	<p>Bansri Dodhia MCIPD <i>Trainer & Coach</i></p> <p>Bansri has extensive Learning and Development experience within Professional Services, NHS and Schools, with a focus on Coaching, Facilitation, Participating in Panel Hearings and Conducting Investigations. She is also an accredited ICF coach with experience of coaching those with neurodivergent traits.</p>
	<p>Stuart Gillis <i>Trainer & Coach</i></p> <p>Stuart's expertise, developed during a 40+ year business career, lies in team building, coaching, development, and the delivery of world-class engagement in the teams he led. His passion lies in helping people achieve their best, whether that be through 1-2-1 coaching or in teams.</p>
	<p>Laura Hampson BSc (Hons), PGCert, MSc, DipHC, FAcadMED <i>Director of Learning & Development</i></p> <p>Laura has a background in psychology and research with the Police, later joining the NHS to manage the Professional Support Unit at a regional and national level. She now supports Doctors and Nurses as a highly qualified trainer and coach, with a passion for health and wellbeing.</p>

	<p>Dr. Sue Hewitt <i>Senior Trainer and coach</i></p> <p>Sue has a BA in Biology and a PhD with a very varied life science background. She is a much-published author in the field of HR and personal effectiveness. An NLP Master Practitioner she specialises in highly participative people development in times of career transition and change. Sue trains internationally.</p>
	<p>Clare Manning BA (Hons) <i>Coach Supervisor and Coach</i></p> <p>Clare is an experienced mediator, trainer, and highly accredited coach in the fields of leadership, communication, conflict, well-being and confidence. Clare is also a qualified coach supervisor. She has supported doctors in the NHS, as well as a number of universities, the legal profession, and the private sector.</p>
	<p>Carla O'Brien BA (Hons) <i>Specialist Coach</i></p> <p>As a highly qualified neurodiversity and “English as a second language” specialist, Carla has supported adults both in the UK and Kenya. Her coaching support has been used in the NHS to provide exam and study skills support, as well as doctors returning to training.</p>
	<p>Amanda Oliver <i>Trainer & Coach</i></p> <p>Amanda has had a lifetime career in food manufacturing and is highly experienced as a senior level working on commercial multi-stakeholder projects. She brings much experience in developing and delivering training interventions and acting as a facilitator for change.</p>
	<p>Ron Oliver MBA <i>Senior Trainer & Coach</i></p> <p>A highly experienced business leader, Ron’s talents lie in leadership and change management training, with an eye on the detail of the end user experience. Ron has led major transition projects in the commercial sector and is now valued for high calibre engaging training delivery.</p>
	<p>Rachel Powell <i>Trainer & Coach</i></p> <p>Rachel is a qualified and experienced trainer with a background of learning and development in healthcare and blue-chip companies, both in the UK and Internationally. She has much experience in design and delivery of virtual training. Her specialisms are leadership, communication and behavioural change.</p>



Richard Simms

Senior Trainer & Coach

With a background in the first line services in the public sector, Richard’s expertise lies in leadership development, including core skills and team development. He has a high level of expertise in utilizing psychometric tools to raise awareness of the impact of approaches on effectiveness.








Helen Wright MA, BA

Specialist Coach

A qualified specialist tutor and diagnostic assessor in the field of Specific Learning Difficulties (undergraduate and postgraduate level), Helen’s coaching has been utilized in the NHS to support those requiring personal organisation, exam and revision coping strategies.

Contract Management

To enable **good communication**, the Deduci contacts listed below will be available to provide answers to your questions. They have notable team synergy from many years of working together.

	<p>Peter Wilson MBA, CMgr, FCMI, FInstCPD <i>Managing Director</i></p> <p>Peter has worked internationally, empowering others in their pursuit of personal and professional development. He is a Chartered Manager with over 20 years' practical experience in leadership, mentoring and L&D.</p>
	<p>Laura Hampson BSc (Hons), PGCert, MSc, DipHC, FAcadMED <i>Director of Learning & Development</i></p> <p>Laura has a background in psychology and research with the Police, later joining the NHS to manage the Professional Support Unit at a regional and national level. She now supports Doctors and Nurses as a highly qualified trainer and coach, with a passion for health and wellbeing.</p>
	<p>Emma Butlin <i>Operations Manager</i></p> <p>Emma has extensive experience in Account Management and Customer Service, developed over 10 years with a leading UK retailer, combined with previous experience in Finance/Admin roles in the training industry. She now expertly manages administration of our development services.</p>
	<p>Emma Crich <i>Finance Manager</i></p> <p>Emma has a background in insurance, banking and retail, bringing experience of customer service and finance. She later ran a successful small business, and now manages our trainer administration and finance.</p>
	<p>Amanda Walker <i>Business Development Manager</i></p> <p>Amanda has extensive experience in forging key partnerships and developing business strategy. Having worked in the private and public sector, her expertise includes process development, creating and maintaining strong relationships and event management.</p>



Rick Feeney
Business Development Manager

Rick's background is in account management and customer relations, and he also has over 15 years' experience in the healthcare sector. He enjoys meeting customers, forging relationships and exceeding their expectations.



Alexander Mann
Digital Marketing Apprentice

Alex's apprenticeship is with Anglia Ruskin University, leading to a BSc. in Digital Marketing. He is looking forward to helping Deduci navigate in this rapidly changing environment. As a digital native, we are sure he will play a vital role in the future of Deduci! Alex is also our in-house musician, currently studying for grade 6 piano!

To meet the rest of our team, including trainers, masterclass speakers and administrators, please [visit our website](#).

Coaching Specialities

We use our coach specialty matrix to allocate the most appropriate coach:

To complete this matrix for please visit: [Dedici Coaching Matrix](#)

Relationships at work	Bullying
	Leading with conflict in team
	Colleagues not behaving well!
Other – please state	
Personal management	Work life balance
	Out of control workload
	Stress/anxiety/burnout
	Risky behaviours/potential addiction
	Confidence/assertiveness
Other – please state	
Career Choices	Junior doctor progression
	Careers crossroads/options/progression general
	Preparing for retirement
	Exploring ‘self’ and transferable skills
	Interview preparation and practice
Other – please state	
Physical disability	Legal aspects, adjustments, awareness – please state
Neurodiversity/specialist thinkers/SpLD	Dyslexia
	Autism
	Dyspraxia/DCD
	ADHD
	ASD
	Dyscalculia
	Specific Language Impairment
	Access to Assessment Body (chargeable): please state for what
	Legal aspects of reasonable adjustments
Other – please state	
Supported Returns to Work	Health Education England process
	More general e.g., public sector/legal aspects etc
Other – please state	
Mediation	
Menopause Advocacy	Menopause related Coaching
Other – please state	
Exams/study skills	Neurodiverse inc. tools and approaches
	General study skills/exam preparation tips and tools
	Reflective practice
	Presentations
	Vivas
	Challenging ARCP’s

Other – please state	
Cultural	Cultural integration UK
	Understanding the NHS
	English for Speakers of Other Languages
	Language/accent support
	Personal presentation & confidence building
	Diversity/equality concerns inc. legal stance
Other – please state	
Leadership	Managing individuals and teams
	New to role
	Influencing others
	Coping with organisational politics
	Building collaborative networks
Other – please state	

Section 3 - Colleague Coaching

*Coaching is a development approach in which a qualified coach supports an individual or group to **clarify goals, build insight, and take practical steps towards improved performance, wellbeing, and confidence at work.** At Deduci we use the terms “coachee” (for an individual) and “team coachees” (for groups). Coaching is distinct from mentoring: mentoring typically involves sharing experience and advice from a more experienced colleague, whereas coaching focuses on the **coachee’s agenda and uses structured conversation, reflective practice, and evidence-informed tools to help the coachee find sustainable solutions.***



Examples of How Deduci Coaching May Support Colleagues

- Sharpen leadership skills for those with high potential
- Ensure the success of those newly promoted
- Overcome barriers to progression such as work-life balance, resilience, and behaviour challenge
- Cope with challenging relationships and conflict
- Support individuals in career crossroads
- Facilitate new teams to develop ways of working together and value differences

Our offer:

Many of our coaches hold recognised coaching qualifications and commit to ongoing continuing professional development and regular coaching supervision. At the start of an assignment, we agree a clear coaching contract with the coachee (and, where relevant, the commissioning organisation) covering goals, practicalities, boundaries, confidentiality and its limits, and how progress will be reviewed. At the end of each session the coachee receives a brief review sheet to support reflection, momentum and accountability. An overall evaluation is completed by the coachee at the end of the assignment; this evaluation (and high-level themes where agreed) may be shared with the commissioning organisation, but the detailed content of coaching conversations remains confidential.

One to one coaching (online)

Our qualified and experienced coaches work one-to-one with the coachee for one or several sessions. Drawing on their coaching expertise the coach will support the coachee to move forward with goals that they identify during their first session.

Group Coaching via Action Learning Sets (online)

Group coaching through Action Learning Sets (ALS) brings small groups together to explore real work challenges in a structured way. With a coach facilitating the process, participants learn by reflecting, questioning, testing actions between sessions, and sharing what they have learned. This approach can build confidence, accountability and peer support, while maintaining psychological safety and agreed ground rules (including confidentiality within the group).

Co-coaching (online)

This service is provided where the coachee and their line manager need support to address and focus in a practical way on moving forward. As an organisation, we also have several highly experienced mediators should the situation require it.

Coach Supervision (online)

Coaching Supervision focuses on the development of the coach's capacity through offering a richer and broader opportunity for support and development. Coaching Supervision by an external provider creates a safe environment for the coach to share their successes and areas for development in the way they work with their coachees. Key areas that we often explore are:

- Internal process, blind spots and bias
- Explicit and implicit psychological contracts and safeguarding
- Ethical issues
- Opportunities for development

Our Deduci Supervisors are fully accredited with the Coaching Federation and offer either one to one or as Action Learning Sets.

Team Coaching

Team coaching supports a team to improve how it works together so that it can deliver its objectives more effectively. Unlike team facilitation (which is typically focused on achieving a specific output in the session), team coaching focuses on the team's patterns, relationships, and ways of working over time. We typically start by agreeing a clear contract with the team and sponsor (purpose, scope, confidentiality, ways of working, and how progress will be measured), and then work across a series of sessions to build shared ownership, trust, and practical improvements. Team coaching is most effective as a programme rather than a one-off event.

Workshops for Groups

We are able to deliver a number of coaching related workshops.

To see our full course list, please visit: [Deduci course list](#)

Section 4 - Neurodiversity Coaching

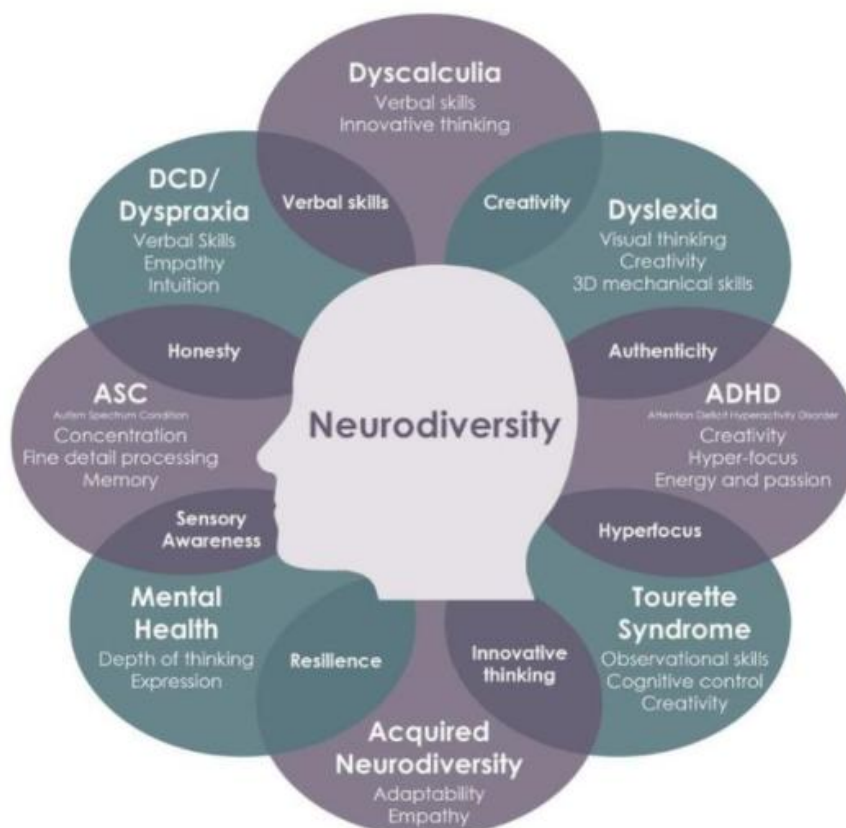
Embracing Neurodiversity with Workforce Coaching

Many organisations are strengthening their inclusion approach by recognising neurodiversity as part of everyday workforce diversity. Neurodiversity refers to natural variation in how people think, communicate, process information, and experience the world. A coaching approach that is psychologically safe, strengths-based, and tailored to the individual can help neurodivergent colleagues to thrive—while also helping managers and teams to work more effectively together.

What Is Neurodiversity?

Neurodiversity is commonly understood as natural variation in the human brain and nervous system. It includes differences that may be associated with neurodevelopmental profiles such as ADHD, autism, dyslexia, dyspraxia/DCD, dyscalculia, and others. People may use the term “neurodivergent” to describe an individual whose cognitive profile differs from what is considered typical within their culture or context. Latest estimates often suggest that a significant minority of the population is neurodivergent, and in some roles and sectors the proportion may be higher.

At Deduci, we describe neurodiversity simply as “diversity of the human brain and mind”.



Created by Dr Nancy Doyle based on the work of Mary Colley

The Benefits of Neurodiversity

When organisations create the conditions for different thinking and working styles to be valued, everyone benefits. Neurodiversity includes a wide range of strengths and support needs, and inclusive practice means recognising both—without stereotyping. The heart of inclusion is designing environments, expectations and communication so that people can contribute effectively, feel psychologically safe, and be recognised for what they bring.

Given the uniqueness of each and every person and the fact we are all so diverse in many aspects (not just our brains and our minds), everyone has the potential to contribute in a valuable way to organisational success if given the opportunity and made to feel accepted for who they are and recognised for their contribution, whatever that may be.

Top Tips for Embracing Neurodiversity in the Workplace

1. **Raise awareness and promote a diverse workforce**

Build shared understanding of neurodiversity and inclusion so that people have a common language and expectations. Focus on psychological safety, respectful communication and practical adjustments. Create routes for people to talk about what helps them work well (with or without disclosure), and equip leaders to respond consistently and supportively.

2. **Attract and retain a talent pool of neurodiverse employees**

If a role benefits from strengths such as pattern recognition, creative thinking, deep focus, or systems thinking, consider widening how and where you advertise and how you assess candidates. Offer clear instructions, predictable processes and flexible assessment options where possible (e.g., sharing questions/themes in advance, allowing extra processing time, offering work-sample tasks, reducing unnecessary time pressure, and providing a named contact for adjustments). These changes often improve fairness for all candidates.

3. Consider whether an **'Access to Work'** application is relevant <https://www.gov.uk/access-to-work>.

4. **Be aware of your legal obligations**

Some of your neurodivergent employees may be covered under the Equality Act 2010 and as such you have a legal obligation to ensure that they are not discriminated against and, as appropriate, to make reasonable adjustments in the workplace. Ensure your leaders are fully briefed on what they can and can't say what they might need to do in terms of making reasonable adjustments.

5. **Use positive, inclusive language at all times**

Ensure your mission statement, visions and values represent the culture of inclusivity and ensure all communications whether that be your HR policies, procedures, employee handbook, adverts, job descriptions etc demonstrate that you are serious about the culture of inclusivity. Consider whether you would benefit from a specific policy on Neurodiversity.

6. Reward and recognition

Ensure that all employees are treated fairly when opportunities arise whether that be for promotion, training, development or flexible working. Recognise an employee with neurodivergence when they have done a good job, even if it is something that you would ordinarily expect from an employee.

7. Support neurodiversity in the workplace

Support starts with curiosity and collaboration. Agree with the individual what helps them work at their best (e.g., clarity of priorities, written follow-ups, protected focus time, meeting structure, reduced interruptions, or coaching/mentoring). Make adjustment conversations routine and consented, and review what is working over time. Where performance concerns arise, be clear about expectations and support needs, and ensure any adjustments are considered as part of a fair process.

Examples of How Deduci Specialist Coaching May Support Neurodiverse Employees

Minimising stress

Stress and anxiety can have a significant impact on cognitive functioning, confidence, and performance at work. Coaching can support the coachee to understand their stress responses, identify triggers, and develop coping strategies and sustainable routines. Coaching may also support coachees to clarify what adjustments or support would be helpful and how to approach these conversations with their organisation.

Career Planning

Many who are neurodiverse have had their confidence knocked during the traditional education process and have unconsciously let this hold them back in their careers. This can be compounded when they have not disclosed it to their employer.

Develop strategies for working within processes

Some neurodivergent employees may be struggling to manage time, prioritise tasks, or maintain focus—particularly in high-interruption environments. Skilled coaching can help explore what is happening in context (workload, environment, communication, expectations) and co-create practical strategies, such as planning tools, boundary-setting, and attention supports.

Develop strategies for organising work

Some neurodivergent employees may be struggling to manage their time and prioritise tasks. Skilled questioning will explore what is happening in context and help identify practical strategies. For example, there may be distractions within the workplace, unclear expectations, or systems that create unnecessary friction.

Develop learning strategies to support access to learning and development/study/exams

Examples may include:

- Building confidence
- Literacy skills including spelling, grammar, comprehension and reading techniques
- Computational and basic mathematical skills
- Study skills techniques for efficient use of time and resources; including mind mapping, memory techniques, concentration techniques, notetaking techniques assignment planning, essay writing skills, research method skills, how to proofread and revision techniques

Dedici - Neurodiversity Workforce Coaching & Training

At Dedici, we focus on inclusive systems and ways of working that benefit everyone, rather than expecting individuals to “fit” a single standard approach. In some of our programmes we use the phrase “specialist thinkers” to reflect a strengths-based perspective: many neurodivergent people bring valuable capabilities such as pattern recognition, creative thinking, systems thinking, visual reasoning, and strong problem-solving. When properly supported, these strengths can be a significant asset to teams and organisations.

In neurodiversity-informed coaching we often look for strategies that already work well for the coachee in one context and explore how these can be adapted and transferred to other situations at work. We also help the coachee notice patterns that are unhelpful or effortful, and then test small, realistic changes that reduce friction and increase confidence and effectiveness. This approach supports sustainable progress while respecting the coachee’s identity, preferences, and boundaries.



Our Neurodiversity offer:

One to one coaching

Our qualified and experienced coaches work one-to-one with the coachee over a number of sessions. Drawing on their coaching expertise and deep, practical understanding of the neurodiversity the coach will support the development of enhanced ways of working i.e., techniques and strategies to enable them to be as productive and confident in their role as they can be.

Nancy Doyle of Birkbeck University identified typical challenges raised by coachees as:

- 92% want help with concentration & working memory
- 82% concerned organisational skills
- 78% related to time management
- 60% regarded stress management
- 50% related to communication

Group Coaching via Action Learning Sets

Group coaching through Action Learning Sets (ALS) brings small groups together to explore real workplace challenges in a structured, supportive way. Participants learn by reflecting, questioning, testing actions between sessions and sharing learning. This approach can build confidence, practical strategies and peer support, with agreed ground rules (including confidentiality within the group) to maintain psychological safety.

Co-coaching

This service is provided where the coachee and their line manager need support to understand where performance is going wrong and how they can focus in a practical way on moving forward. Leaders normally want to help but are not sure where the boundaries lie between a neurodiverse need that should be accommodated vs. a performance issue that needs to be addressed. In co-coaching, issues and tasks are broken down clearly and action plans are agreed on both sides. This has the additional benefit of reducing conflict with a coachee who is finding it hard to communicate.

Leadership Workshops

This productive way of helping senior leaders support all employees builds knowledge for those leading neurodiverse employees. We explore the challenges of declared and non-declared disabilities and provide practical tips and tools to develop strategies to cope with performance issues. This approach has proved popular as it provides the opportunity for open discussion of issues within the leadership team.

Please note we have several catalogues and course lists:

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