

Leadership Coaching

With over 10 years' of leadership coaching experience, **Will James** has coached hundreds of senior leaders to develop their **authentic** leadership presence, to play to their strengths, to grow their **influence** and bring out the best in those they **serve**. With personal experience of leading teams in business, education and the charity sector, he believes that the *experience of expert coaching* should both expand a leader's **capacity** and **capabilities**, whilst simultaneously **equipping** them to more effectively *focus, energise, encourage and stretch* their teams.

He is Director of Inclusion and Sustainability for the Association of Professional Executive Coaches and Supervisors (APECS); He is the founder of 'With', and architect of the CEES® and Level-UPP on Purpose™ Coaching frameworks.

The vast majority of his clients are 'For Purpose' organisations, committed to making a more positive impact for people and planet.

With

www.withdiversity.com



'Helping leaders and teams thrive on purpose, develop their people and achieve greater impact.'



"Senior Leadership coaching
- Will is my go to person
when I feel stuck in my
thinking. I find our time
together very **productive
and energising** and Will's
knowledge and skill at
facilitating the conversation
is **first class**."

- **Alison Payne**,
People Director, Cook
(bcorp)



"Loved the experience. Found
the learning long lasting...
Enjoyed each and every
session and they have become
a **highlight of each week**."

- **Travers Hathrill**,
Community Director (bcorp)



"Coaching with Will has been
hands-down the **most valuable
thing I've done in my career**
from a learning and
development point of view."

- **Emma Jayen-Steele**,
Global Head of Media,
LVMH





"Will's methods of training and practicing coaching are perfect for me - the right level of **challenge, support** and tons of **practical takeaways** that I now use every day."

- **Lily Smith**,
Chief Product Officer,
(bcorp)



"Will's programme of bitesize modules is a fantastic blend of expert theory and real-world, feedback-based practice. The result has been the **growth of our leaders' confidence and ability**. I wouldn't hesitate in recommending Will to any organisation that is seeking to embed a coaching culture."

- **Michele Rees-Jones**,
Coaching Lead



"Will is a fantastic coach and the course far exceeded my expectations! Each session was engaging, informative and organised. I came away feeling **energised and capable** to accept any new challenge with a fresh perspective."

- **Faye Langham**,
Operations Manager



Other Options -

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Team Coaching

A sequence of **whole team** coaching events, supported by 1:1 coaching with team members, to help the team update their ways of working together; re-clarify critical mission objectives to focus on across a specific time period (task cycle) and then co-design, deliver and review a strategy that achieves results and team culture of accountability and continuous improvement. Typically 1 full day and 2 half day coaching sessions, supported by 1:1 coaching throughout.

Group Coaching

Usually a 6 part programme that builds **a peer learning group** where leaders gain new leadership insights and put them straight into practice, within the sessions and in the every day demands of their leadership context. Supported by 1:1 coaching at the start and finish

Leadership Learning labs

A six-month, 12 module **bitesize learning programme** in which leaders develop their coaching skills, learn how to adapt their leadership style, and embed coaching into their real-life leadership context.