

## Are People Central to Your Strategy? Are you Investing in Their Future Growth?

***“Organisations face a critical shortage of talent and skills. Investing in people creates a virtuous cycle that improves the ability to attract, advance, and retain talent.”***

*McKinsey & Company 'Reimagining people development to overcome talent challenges'*

We offer **tailored coaching programmes to build resilient Leaders and Collaborators** - ready to adapt to a rapidly changing world and amplify their impact across your business

### We Can Help You To



- ✓ Develop a pipeline of resilient and self-aware Future Leaders
- ✓ Engage, motivate and retain your talent in challenging times
- ✓ Enhance collaborative leadership behaviours and capabilities
- ✓ Embed a culture of continuous improvement and adaptability
- ✓ Develop authentic leaders who drive positive workplace culture
- ✓ Champion your people, commit to their growth and wellbeing

## Achieve Better Business Outcomes and More Rewarding Career Journeys

### Our Approach

Our programmes are **tailored** to the **unique needs of your people and your business**

We'll partner with you to understand your workforce and leadership priorities so that we can align the right capabilities, coaching tools and techniques to help you achieve your business goals.

Our coaching style is supportive and challenging. Together, we explore skills, strengths, limiting behaviours, and opportunities for positive change. We guide people from reflection towards insight, developing clear goals and action plans, with a consistent focus on feedback and accountability.

*At **bailrigg+**, our people set us apart. Instead of top-down training, we empowered our leadership team with a tailored 1-2-1 coaching programme from Condor Consulting and Coaching. This allowed them to set their own career goals, track progress at the right pace, and explore new challenges with support and accountability.*

*We also ran some amazing group workshops on Positive Mindset to energise the team after a challenging year. Feedback was fantastic; workplace stress becomes more manageable when you understand your feelings and reactions, learn how to reframe these and regain control.*

**Chris Hellings, Founding Partner, Bailrigg+ Consulting**



**Your leaders can influence almost every aspect of your business – from performance, to team morale and wellbeing**

- They're right in the action and best-placed to make things happen!
- Yet **only 48% believe they have the right skills** to excel at work
- They're feeling the pressure - **nearly half (46%) of managers are likely to quit their jobs** due to work-related stress (UKG survey)

## **We'll Support Your Leaders To**

- Understand and amplify their unique strengths and qualities
- Cultivate positive mindsets and career resilience
- Develop strategies to navigate new challenges successfully
- Explore positive behavioural changes to maximise future success
- Become 'talent multipliers' through effective coaching and delegation
- Embrace diverse thinking to improve business outcomes
- Proactively drive individual career goals and professional growth
- Activate fulfilling and sustainable career paths

## **Our Coaches**



### **Abby Hughes**

Experienced Coach & Transformational Change Leader, with 20+ years industry experience across Banking, Technology & Consulting. My coaching style is rooted in Agile Leadership, Neuroscience & Positive Psychology. I enjoy helping

people understand and lean into their strengths, building the confidence to explore, adapt and scale their impact.



### **Nathalina Harrison**

ICF PCC Certified Coach since 2011 with 15 years previous experience in Banking Technology at JPMorgan. Specialist coach in neurodiversity and SME businesses, with a style that is nurturing yet challenging and pragmatic.

Certifications include NLP Master Practitioner (ITS) and ADHD Coach (Gold Mind Academy).

***We see the Future of Work as a landscape of lifelong learning and skill development, leading to unique and fulfilling career journeys.***

## **Our Services**

- 1-2-1 Coaching (Leaders, Collaborators, Teams)
- Cohort-Based Coaching Programmes
  - New Manager / Future Leader Programmes
  - Female Leadership Coaching
  - Neurodiversity Coaching
- Team / Group Workshops
- Business Strategy Workshops
- Workplace Culture & Engagement Workshops
- 'Power Hour' Group Sessions. Focus topics including Continuous Feedback Culture, Work-Life Balance, Good Career Conversations, Imposter Syndrome, Navigating Bias, Embracing Disruptive Technologies

## **Core Coaching Themes**

- Leadership Development
  - Personal Brand, Strengths & Differentiators
  - Delegation & Empowering Teams
  - Positive/Growth Mindset & Behavioural Change
  - Confidence & Communicating with Impact
  - Productivity & Time Management
- Navigating Change & Career Transitions
- Career Plans, Goal-Setting & Accountability
- Continuous Improvement, Feedback & Recognition
- Diversity - Specialising in Female Leadership & Neurodiversity Coaching
- Inclusive Leadership & Workplace Culture