



High Performance Leadership Coaching Guide

Lead With Greater Clarity, Confidence and Impact

Description

Leadership Coaching is about building the self-awareness, emotional intelligence and leadership discipline needed to perform at your best.

When good leaders want to become better leaders

Leadership is not only about technical ability, job title or experience. It is about how you think, communicate, respond under pressure, build trust, make decisions and bring out the best in others. Many capable leaders reach a point where they need a confidential space to reflect, recalibrate and grow. They may be stepping into a bigger role, managing more complex relationships, leading through change, preparing for promotion or wanting to become more emotionally intelligent and influential.

Leadership Coaching gives you that space - structured, supportive and challenging - so you can lead with greater awareness, confidence and impact.

Who this coaching is for

Leadership Coaching is ideal for:

- New and aspiring managers preparing for greater responsibility
- Middle managers who want to lead with more confidence
- Senior leaders navigating complexity, pressure or change
- Technical specialists moving into people leadership
- Business owners who need to strengthen their leadership presence
- High-potential professionals preparing for promotion
- Leaders who want to improve emotional intelligence and communication
- Managers who want to understand their leadership style and blind spots
- Leaders who need to build confidence, resilience and influence

What coaching can help with

Common coaching goals include:

- Building leadership confidence
- Strengthening emotional intelligence
- Improving communication style
- Managing pressure and stress more effectively
- Increasing self-awareness
- Handling difficult conversations
- Influencing senior stakeholders
- Managing conflict professionally
- Delegating and setting boundaries
- Leading change with confidence
- Improving decision-making
- Building trust and credibility
- Preparing for promotion or transition
- Understanding strengths, risks and development areas



What makes this coaching different?

Practical coaching for real leadership situations. This is not abstract coaching that stays in reflection mode. It is coaching that connects self-awareness to real workplace performance.

The approach combines:

- Reflective coaching**
 To help you understand your leadership patterns, assumptions, strengths and areas for development.
- Practical leadership insight**
 To connect your reflections to real-world leadership demands, team issues, relationships and performance challenges.
- Assessment-informed development**
 Where appropriate, coaching may use leadership assessments, feedback tools or reflective diagnostics to deepen awareness and identify development priorities.
- Critical-friend challenge – performance in action**
 This is where the Coach will observe the Coachee in action – such as being a silent/shadow observer in a team meeting to explore solutions with greater insight. You will be supported, but also constructively challenged. The aim is to help you think more clearly, not simply to validate your existing view.
- Action planning**
 Every coaching journey should lead to practical behavioural shifts, better conversations, stronger decisions and measurable development.

How the coaching journey works

A structured route from insight to action

Stage	What we do	What you will leave with
Stage 1: Discovery and goal setting	We begin with a confidential coaching conversation to understand your role, context, pressures, strengths and development goals.	Clear coaching objectives and an agreed focus.
Stage 2: Self-awareness and assessment	We explore your leadership style, communication preferences, emotional intelligence, strengths, blind spots and behavioural patterns through assessment tools, such as 360 Degree multi-rater and EQi 2. We also make use of feedback inputs.	Deeper insight into how you lead and how others may experience your leadership.
Stage 3: Leadership challenge and development	We establish coaching goals and objectives. We work through real leadership situations, such as difficult conversations, stakeholder influence, delegation,	Practical strategies, better language and stronger leadership choices.

	conflict, performance issues, confidence, decision-making or change.	
Stage 4: Behavioural action planning	You identify the leadership habits and behaviours you want to practise between sessions, with practical commitments that can be tested in your real work.	Clear actions and experiments to apply immediately.
Stage 5: Review and embed	We review progress, refine your approach and identify how to sustain the changes beyond the coaching programme.	A personal leadership development roadmap.

Our Coaching Options

Options	Best for	Focus	Investment
Leadership Coaching Essential	Leaders with one or two clear development goals	Confidence, communication, role transition or one leadership challenge. Includes 3 x 90-minute sessions	from £995
Leadership Coaching Growth	Managers and senior professionals wanting structured development	Leadership style, emotional intelligence, influence, confidence and performance. Includes 4 x 90-minute sessions	from £1,750
High-Performance Leadership Coaching	Senior leaders, business owners and high-potential professionals	Complex leadership demands, strategic influence, behavioural change and leadership presence Includes: 6–8 sessions, assessment-informed development, action plan and review	from £2,850

Outcomes

By the end of the coaching programme, you will have:

- A clearer understanding of your leadership strengths and development areas
- Greater confidence in your leadership role
- Improved emotional intelligence and self-awareness



- Better communication and influencing skills
- Greater ability to respond calmly under pressure
- Practical strategies for difficult conversations and conflict
- Clearer boundaries, priorities and decision-making habits
- A stronger sense of leadership identity and presence
- A practical leadership development plan for continued growth

Assessment-informed coaching

Our coaching includes structured reflection and assessment tools to help you understand:

- Your leadership style
- Your communication preferences
- Emotional intelligence strengths and risks
- Behaviour under pressure
- Decision-making patterns
- Confidence and self-limiting beliefs
- Feedback from others
- Development priorities for your current or future role

This ensures the coaching is grounded in evidence, not guesswork.

Our leadership coaching is not for everyone

This is not for you if you want:

- A passive conversation with no challenge
- Generic leadership theory
- A quick motivational boost with no follow-through
- Someone to simply tell you what you want to hear
- Development without reflection or action

This is for you if you want:

- A confidential space to think clearly
- Honest and constructive challenge
- Greater self-awareness
- Practical leadership tools
- Improved confidence, communication and influence
- A development plan you can apply immediately

Coach

Leadership Coaching is delivered by Suhel Miah, an experienced leadership, learning and development practitioner with over 30 years' professional experience, an MBA with Distinction and Fellowship of the Chartered Management Institute. Suhel has trained and supported thousands of professionals across sectors, combining coaching, facilitation, management development and real-world leadership experience. His coaching style is calm, practical, reflective and constructively challenging - ideal for leaders who want insight, confidence and action.



Frequently asked questions

Is this coaching or mentoring?

It is primarily coaching, but it can include mentoring-style insight and critical-friend challenge where useful. The focus is always on helping you think clearly, develop self-awareness and take practical action.

Do I need to be a senior leader?

No. Coaching is suitable for aspiring managers, new managers, middle managers, senior leaders, business owners and high-potential professionals.

Can my organisation pay for the coaching?

Yes. Coaching can be purchased by individuals or by organisations as part of leadership development, talent development, management support or succession planning.

Is the coaching confidential?

Yes. Confidentiality is central to the coaching relationship, and a coaching contract will be in place at the outset. Where coaching is organisation-sponsored, goals and broad progress can be agreed with the sponsor, but personal coaching conversations remain confidential.

Can assessment tools be included?

Yes. Where useful, coaching can include structured reflection, leadership diagnostics or assessment-informed development to deepen insight and identify practical development priorities.

Can this be delivered online?

Yes. Coaching can be delivered online via Zoom or Microsoft Teams, making it suitable for UK and international clients.

How many sessions will I need?

Many leaders benefit from 4–6 sessions. More complex leadership development goals may require 6–8 sessions or ongoing coaching.

What is the difference between Leadership Coaching and The Leadership Fix?

Leadership Coaching is best for broader personal leadership development, confidence, communication, emotional intelligence and long-term growth.

The Leadership Fix is best when you have one urgent, live leadership challenge that needs focused support over four weeks.

Ready to lead with greater clarity and confidence?

Leadership coaching gives you the space, structure and challenge to understand how you lead, strengthen your confidence and turn insight into practical action.

[Book a Leadership Coaching Call](#)