



## Leadership Fix 4 Week Sprint Guide

*Fix Your Leadership Challenge in 4 Weeks - Without the Fluff*

### Description

A focused 1:1 coaching sprint for leaders, managers and business owners who are overwhelmed, under-supported or facing a live people, performance or decision-making challenge. In just four weeks, we help you diagnose the real issue, challenge unhelpful patterns, make better decisions and leave with a practical leadership action plan you can use immediately. The Leadership Fix gives you a confidential, practical space to pause, think clearly and work through the challenge with an experienced leadership practitioner who will listen, challenge and help you take action.

### Is this for you?

The Leadership Fix is designed for leaders who are:

- Feeling overwhelmed by people-management issues
- Struggling with conflict, tension or difficult conversations
- Leading a team that lacks focus, trust or accountability
- Newly promoted and unsure how to step fully into leadership
- Avoiding a decision that needs to be made
- Managing poor performance or behaviour issues
- Experiencing pressure, self-doubt or leadership fatigue
- Needing an honest external sounding board
- Tired of generic advice and ready for practical action

It is ideal for:

Middle managers, senior managers, business owners, team leaders, project leads, department heads, charity leaders, education leaders, HR professionals and professionals stepping into bigger responsibility.

### What makes this different?

This is not ordinary coaching

The Leadership Fix is not passive coaching, mentoring or a generic training course. It is a sharp, focused leadership intervention.

You bring a real leadership challenge. We help you work through it.

The approach combines:

- **Coaching**  
To help you reflect, think clearly and understand what is happening beneath the surface.
- **Critical-friend challenge**  
To test assumptions, name what may be avoided and bring calm, honest perspective.
- **Practical leadership tools**  
To help you handle conversations, decisions, team issues and performance challenges more effectively.
- **Action planning**  
To ensure every session leads to practical movement, not just insight.



## What we can work on

Common Leadership Fix challenges. Clients may use the 4-week sprint to work through:

- A difficult conversation they are avoiding
- Poor performance or behaviour in the team
- Conflict between colleagues or departments
- Low trust, morale or accountability
- Communication breakdowns
- Imposter syndrome or leadership confidence
- Managing upwards or influencing senior stakeholders
- Delegation, boundaries and workload pressure
- Leading through change or uncertainty
- Preparing for a promotion or new leadership role
- Rebuilding team focus after a difficult period
- Making a high-stakes leadership decision

## How the 4-week sprint works

A focused structure with practical outcomes

Week	Description	What we do	Outcomes
1	Diagnose the real issue	We clarify what is happening, what is being avoided and what outcome you need. We separate symptoms from root causes and identify the leadership challenge beneath the surface.	You leave with a clear problem statement and immediate priorities.
2	Challenge the assumptions	We explore the patterns, conversations, behaviours and decisions that are keeping the issue stuck. You receive honest challenge and practical reframing.	You leave with clearer options and a stronger leadership perspective.
3	Build the response	We shape your practical leadership response: what to say, what to do, how to handle resistance and how to move forward with confidence.	You leave with scripts, tools, decision points and next actions.
4	Commit and move	We finalise your leadership action plan, identify risks and prepare you to act with clarity, calm and confidence.	You leave with a 30-day implementation plan and follow-through commitments.



## What is included?

The Leadership Fix includes:

- Four private 1:1 coaching sessions
- Focused work on one live leadership challenge
- Practical tools, templates or scripts where useful
- Email support between sessions for brief reflections or check-ins
- A personalised leadership action plan
- Optional follow-up review session
- Confidential, calm and direct support throughout

## Suggested format

We have two formats:

- 4 x 60-minute sessions over 4 weeks
- 4 x 90-minute sessions for more complex challenges

## Four Package options to choose from

Option	Best for	What it includes	Investment
Leadership Fix Essential	One clear leadership issue	4 x 60-minute sessions	£795–£995
Leadership Fix Plus	more complex people or team challenges	4 x 90-minute sessions, tools/templates, email support	£1,250–£1,500
Leadership Fix Executive	senior leaders, business owners or high-stakes situations	4 x 90-minute sessions, diagnostic review, action plan, 30-day follow-up session	£1,750–£2,250

Travel, venue, accommodation and materials can be included or arranged separately depending on your needs. Prices exclude 20% VAT.

## Outcomes

By the end of the 4 weeks, you will have:

- A clearer understanding of the real leadership issue
- Greater confidence in how to respond
- A practical plan for handling the challenge
- Better language for difficult conversations
- Stronger boundaries, priorities and decision-making
- Reduced overwhelm and improved leadership focus
- A clear next step for your team, role or situation
- A renewed sense of control and momentum



## **Coaching & Facilitation**

Led by an experienced leadership practitioner - The Leadership Fix 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 and brings together coaching, facilitation, management development and real-world leadership experience.

### **The Leadership Fix is not for everyone**

This is not for you if you want:

- A long theoretical leadership course
- A passive coaching conversation with no challenge
- Someone to simply agree with you
- Generic motivation without practical action
- To avoid difficult conversations or decisions

This is for you if you want:

- Honest, calm and constructive challenge
- A confidential leadership thinking space
- Practical tools and clear next steps
- Better conversations, decisions and behaviours
- To move from overwhelm to clarity within weeks

This is especially useful for leaders who do not just want to be listened to - they want to be helped, challenged and moved forward.

## **Frequently asked questions**

### **Is this coaching, mentoring or consultancy?**

It combines elements of all three. You receive reflective coaching, honest critical-friend challenge and practical leadership guidance. The aim is not just insight - it is action.

### **Do I need to have a specific issue before starting?**

Yes, ideally. The Leadership Fix works best when you bring a live leadership challenge, decision, relationship issue or team problem that you want to resolve or move forward.

### **Is it confidential?**

Yes. The sessions are confidential and designed to give you a safe space to explore sensitive leadership issues.

### **Can my organisation pay for this?**

Yes. The programme can be purchased by individuals or organisations as part of leadership development, performance support or management coaching.

### **Is this suitable for new managers?**

Yes. It works well for newly promoted managers who need fast support with confidence, communication, delegation, boundaries and difficult conversations.

### **Is this suitable for senior leaders?**

Yes. Senior leaders often use the sprint as a confidential sounding board for complex decisions, team issues or strategic leadership challenges.

**Can this be delivered online?**

Yes. The Leadership Fix is designed to work effectively online via Zoom or Microsoft Teams, making it suitable for UK and international clients.

**What happens after the 4 weeks?**

You can either complete the sprint and continue independently, book a follow-up review, or move into ongoing critical-friend coaching or a leadership retainer.

[Book a Leadership Fix Call](#)