

2025 COACHING PROGRAMMES

Transformational Development Programmes for Leaders, Aspiring Leaders & Teams



Our Coaching Philosophy

Our Coaching Philosophy is 'evolving from the inside out.'

- Growth begins with awareness of self-talk, core beliefs, & identity narratives
- We foster an environment of warmth & challenge - compassionate, but unafraid to hold the mirror up
- We integrate a Strengths-based approach with emotional literacy & values alignment



Our Coaching Programmes

- ✓ Elevate Her: Aspiring Women in Leadership
- ✓ Navigating Change & Building Resilience
- ✓ Leveraging Strengths for High Performance
- ✓ 1-2-1 Executive Coaching



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ELEVATE HER: ASPIRING WOMEN IN LEADERSHIP PROGRAMME

A transformational leadership journey for women seeking their first leadership role or newly appointed as a leader.

Programme Logistics



12 months



Bi-monthly 1 Day Workshops



Rural off site location (TBA)

Programme Highlights

- ✓ High touch delivery model
- ✓ Dual facilitation
- ✓ Personalised insight
- ✓ Real world application
- ✓ Embedded learning
- ✓ Psychological depth
- ✓ Guest speaker/s

Insight Tools

- ✓ DISC Profile
- ✓ Emotional Capital Report (ECR) & 360
- ✓ Strengths Leader Profile
- ✓ 3 x 1 hour individual & 3 x 1 hour group accountability coaching sessions

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Workshop 1: Leading from Within

- Who am I? (*DISC Profile*)
- Leadership identity & style
- Coaching as a leadership style
- Values coaching walk
- Values-led leadership

Workshop 2: Personal Brand & Presence

- Personal leadership brand
- Voice & presence
- How women rise
- Legacy walk
- Sponsorship & role modelling

Workshop 3: Emotionally Intelligent Leadership

- Emotional Intelligence Competencies (*ECR/360 Profile*)
- Energy management & boundary setting
- Inclusion scenarios & empathy mapping
- Allyship

Workshop 4: Daring Leadership

- Confidence & self-belief (self-doubt & imposter syndrome)
- Working through resistance & limiting beliefs
- Dare to lead
- Circle of courage walk
- Confidence mirror

Workshop 5: Influencing with Impact & Confidence

- Stakeholder mapping & influence
- Influence challenge walk
- Navigating organisational politics
- Confidence compass
- Radical candour

Workshop 6: From Self-doubt to Legacy

- Leading with Strengths (*Strengths Leader Profile*)
- Strengths swap
- Growth commitment walk
- Legacy circles
- Future self



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NAVIGATING CHANGE & BUILDING RESILIENCE WORKSHOP

A transformative 2 day immersive experience designed specifically for managers and leaders who are ready to master the art of leading through uncertainty.

Programme Logistics



2 days



Consecutive Workshops



On or off site location (TBA)

Programme Highlights

- ✓ High touch delivery model
- ✓ Duel facilitation
- ✓ Personalised insight
- ✓ Real world application
- ✓ Embedded learning
- ✓ Psychological depth

Insight Tools

- ✓ Emotional Capital Report (ECR)
- ✓ Individual 90 minutes coaching session

Day 1: Mastering the Process of Change

- Change management theory
- Change models for organisational transition
- Effective communication and planning strategies for periods of uncertainty
- Participate in business simulations to practice change planning and reflection

Day 2: Unlocking the Psychology of Change

- Emotional and psychological responses to change
- Managing resistance to change
- Leading with Emotional Intelligence
- Practice EI in leadership through engaging coaching activities
- Develop personal and team action plans for sustainable, impactful change

Who Should Attend

- Organisations currently undergoing significant structural, cultural, or technological transformations
- Managers and leaders tasked with guiding teams through uncertainty or challenging transitions
- Organisations investing in leadership development and succession planning initiatives
- Executive and HR teams committed to embedding Emotional Intelligence at the core of their leadership culture

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LEVERAGING STRENGTHS FOR HIGH PERFORMANCE

A transformative 1 day immersive experience designed specifically for boosting your team's productivity, fostering deeper collaboration, and cultivating a truly energised workplace.

Programme Logistics



1 day



Optional team building (additional day)



On or off site location (TBA)

Programme Highlights

- ✓ High touch delivery model
- ✓ Duel facilitation
- ✓ Personalised insight
- ✓ Real world application
- ✓ Embedded learning
- ✓ Psychological depth

Insight Tools

- ✓ Strengths Expert Profile
- ✓ Strengths Team & Manager Profiles
- ✓ Individual 90 minutes coaching session



Why focus on Strengths?

- **Skyrocket productivity:** when individuals operate in their strengths, they work more efficiently and effectively
- **Boost engagement & retention:** employees who use their strengths daily are 6 x more likely to be engaged and far more committed to your organisation
- **Foster innovation:** diverse strengths, when understood and leveraged, spark creativity and new solutions
- **Build unbreakable teams:** develop a shared language of contribution and mutual appreciation that transforms how your team collaborates.

Workshop Flow

- Strengths and positive psychology
- Strengths spotting
- Strengths in stories
- Strengths - the science
- Organisational impact
- Introduction to Strengths Profile
- Understanding your personal Strengths Expert Profile
- Strengths in action
- Teams Strengths mapping & challenge activities

Who Should Attend

- Newly formed or restructured teams seeking to establish strong foundations and accelerate effectiveness
- Teams navigating change or aiming for renewed alignment and purpose
- High-performing teams looking to deepen their impact, innovate further, and achieve next-level success
- Leadership teams committed to developing a shared language, fostering deeper trust, and building a more cohesive unit

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EXECUTIVE COACHING

Studies show that Executive Coaching yields an average **7x ROI**. Companies report improvements in individual performance, team productivity, engagement, and retention.

We offer tailored coaching designed for senior leaders, managers, and high-potential individuals.



Key Benefits

- ✓ Improved leadership capability – lead with greater influence, clarity & confidence
- ✓ Enhanced strategic thinking – make better decisions under pressure
- ✓ Increased self-awareness – understand & manage behaviours & blind spots
- ✓ Stronger team relationships – communicate more effectively & manage conflict
- ✓ Greater focus & productivity – prioritise the right goals & improve time effectiveness
- ✓ Career growth & readiness – prepare for senior or expanded roles
- ✓ Wellbeing & resilience – sustain performance & avoid burnout

What's Included

- ✓ 6 session package (typically over 6 months)
- ✓ 90-minute confidential coaching sessions
- ✓ Stakeholder input and goal-setting, where appropriate
- ✓ Strengths Expert or Leader Profile
- ✓ Emotional Capital Report (emotional intelligence) - *optional 360*
- ✓ Email support between sessions
- ✓ Progress reviews and ROI evaluation

Each coaching programme is tailored to your organisational goals and the coachee's leadership context. We align coaching outcomes with strategic priorities to maximise relevance and impact.

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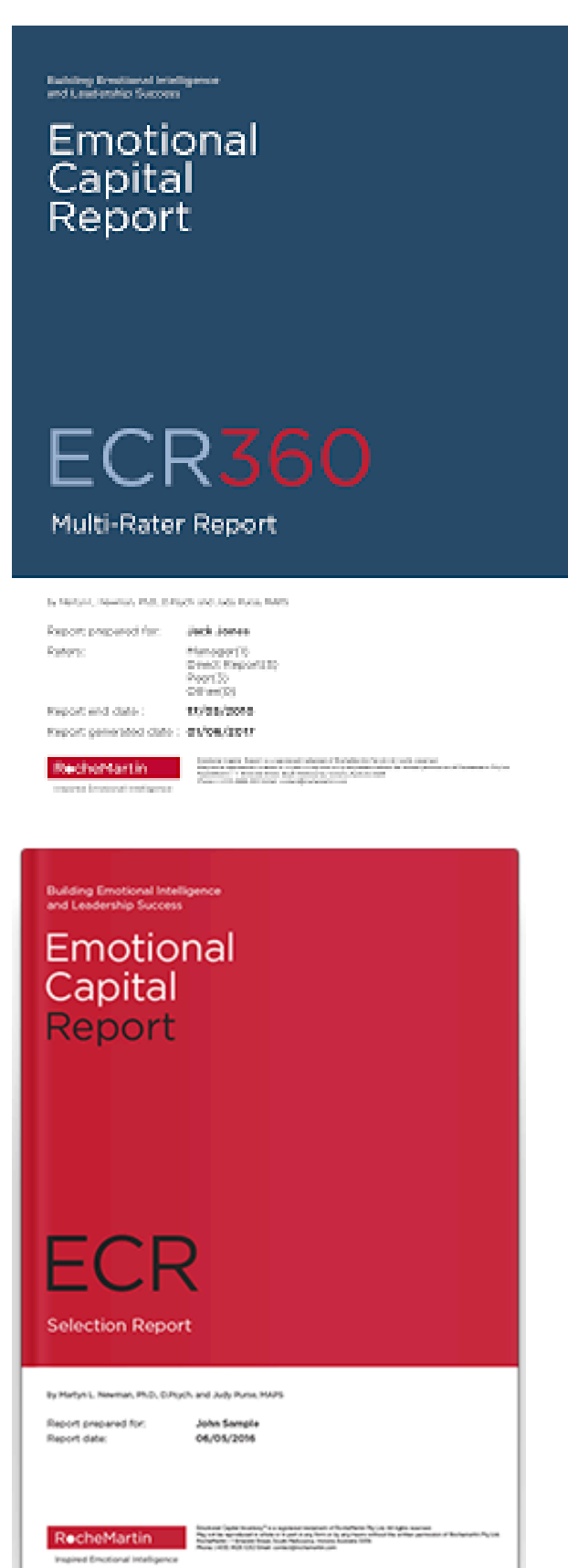


DEVELOPMENTAL INSIGHT TOOLS



For aspiring leaders, DISC **Personality Profiling** offers foundational insights that are critical to success:

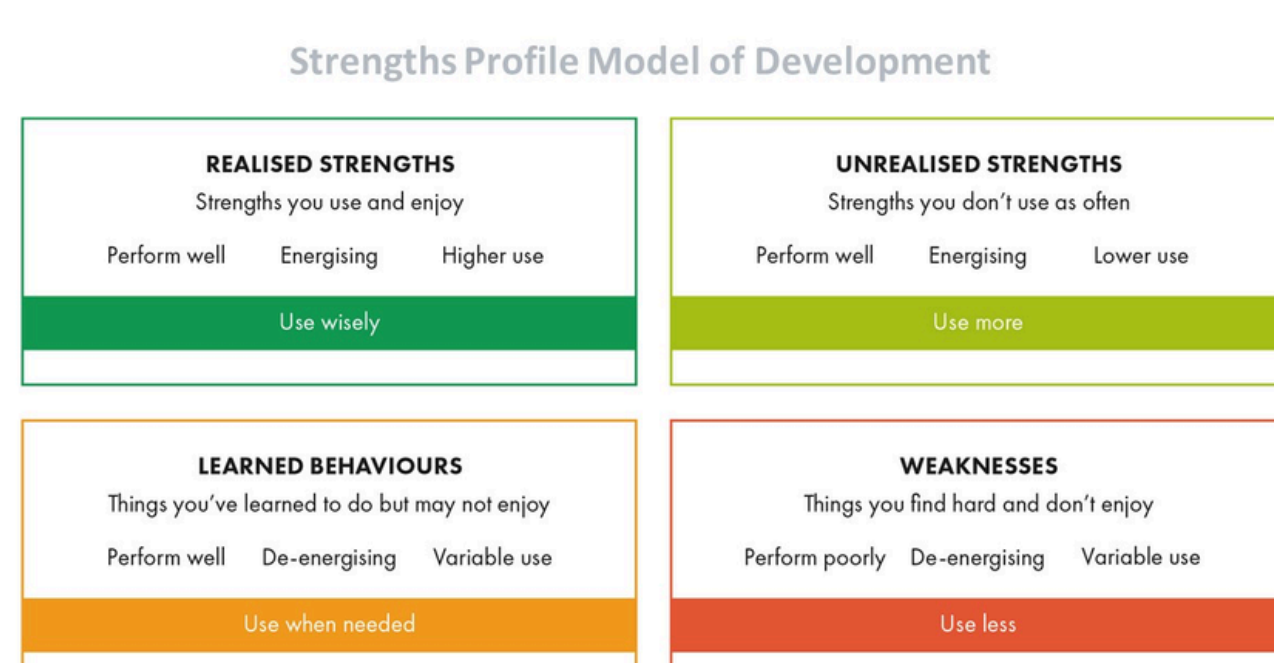
- Understanding their leadership style and how it impacts others
- Learning how to motivate different personalities in a team
- Developing emotional intelligence, especially in communication and conflict resolution
- Improving delegation, decision-making, and influence
- Adapting leadership based on the needs of the team or situation



As a leader, understand key skills in **Emotional Intelligence** and interpretation of your leadership potential:

- Narrative descriptions of the leadership behaviours associated with each emotional intelligence score
- Coaching strategies for developing greater emotional intelligence and leadership abilities
- An action plan to design a personal blueprint to build emotional capital
- Understand the differences in perception between raters and your 'self' scores.
- View detailed verbatim responses from raters

For leaders and their teams, **Strengths Expert**, Leader & Team Profiles identify and map out individual and team natural talents and strengths:



- Confidence - builds clarity and affirmation around natural talents
- Development - focuses growth on enhancing what's right, not fixing weaknesses
- Improved collaboration - team members understand each other's strengths, improving communication and reducing conflict.
- Better delegation - assign work based on who is naturally best suited
- Trust and engagement - knowing and valuing each other's strengths fosters a more cohesive team environment

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CONFETTI INSTITUTE OF CREATIVE TECHNOLOGIES
(PART OF NOTTINGHAM TRENT UNIVERSITY)

WOMEN IN LEADERSHIP PROGRAMME FOR ASPIRING LEADERS

“I had the pleasure of working with Gemma and Lisa through the development and delivery of a Women in Leadership programme, aimed at aspiring female leaders within our organisation.

The programme Gemma and Lisa designed was thorough, insightful and thought provoking, and incorporated tangible outcomes for both the participants and the organisation.

The programme was designed to ensure continual support and development with one to one coaching and mentoring opportunities for all participants in between delivered sessions, which kept momentum and engagement going.

All the participants came away from the programme with a more positive view of themselves, their value and their abilities - even those who may have been a bit sceptical at the start! Thank you both for all the time and effort you put into making this programme a success!”

Head of HR & Organisational Development

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MEET THE TEAM

Our programmes and workshops are led by highly qualified professionals with a proven track record in executive coaching and leadership positions.

Gemma & Lisa are both Members of the Association for Coaching and Henley Centre for Coaching. They have both completed 100+ hours of formalised coaching training and undertake regular coaching supervision.



Gemma Hogan 07791 863092

Gemma is a Qualified Professional Coach, accredited Practitioner in Strengths Profile, DISC and Emotional Capital Report & 360. She offers invaluable insights as a Senior People Practitioner with a strong background in HR, Talent, and Learning & Development.

She has 22 years experience in the People space and as a business partner has successfully supported various senior leaders and their teams through complex change programmes and developed succession pipelines.

Lisa Allen 07713 952864

Lisa is a Qualified Professional Coach and accredited Practitioner in Strengths Profile. She offers invaluable insights as a senior business leader with a strong background in Sales and the Education sector.

She has 17 years of experience collaborating with senior leaders in both Further Education (FE) & Higher Education (HE) across the UK and Internationally, focusing on building strong relationships and facilitating impactful change alongside key decision-makers.

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