

# Leadership Coaching Impact Report – 2024

# LEADERSHIP COACHING IMPACT REPORT

## September 2023 – August 2024

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### Our mission and values

*Our mission is to make a positive difference by coaching leaders, developing coaches, and paying it forward to women who need support with safety, health, education or gender equality issues. We are on a mission to increase positive leadership in the workplace and prioritise wellbeing for people and the planet.*

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### Our Community

#### What we've done this year:

##### **Bath Women's Fund**

We increased our funding with Bath Women's Fund and explored ways to support local women in business through coaching and pro bono work. This past year we have tripled our financial contribution to this worthy organisation to help support even more women entrepreneurs.

##### **Women for Women charitable partner**

We have continued our work as partner for Women for Women with a focus sponsorship of one woman who we helped to undertake a training programme and start her own small business.

##### **Cowriting Sessions for Women**

All of last year, we continued our free online writing session once a week. These sessions are focused on empowering and encouraging women and giving them space to share and collaborate.

We also held a low-cost five-hour virtual retreat with several bursary places allocated to women who need extra support. Throughout this year alone, Leadership Coaching founder has given over 100 hours of writing support and facilitation to the co-writing attendees.

##### **WACL Mentoring**

Mentoring sessions continued this year with four female leaders in the media industry who had access to one on one sessions with Fiona Parashar. As well Fiona, offered a full day coaching programme as part of a charity auction prize for WACL.

The lucky winner shared. "Fiona's coaching was expert and insightful ... I came away energized and excited with a clear action plan for the year ahead".

##### **Local Partners**

We continued to explore our partnership with local retreat centre Combe Grove with Fiona working closely with their events team to explore a connection with their week-long retreats and how Fiona could provide some low-fee sessions for attendees. This is key to working on how to grow support for wellbeing and positive psychology events our local community.

### **What we will do next year:**

We will continue to increase our local area pro and low bono work to help reach more women in our community and work with local wellbeing partners to explore collaborations.

We will also look to launch an in-person journaling experience for women with a local wellness retreat.

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## **Our Clients**

### **What we did this year:**

During 2023, we worked on setting up processes and plans for tracking and measuring client satisfaction. Part of this work included clarity around our programmes and offer including clear, consistent pricing.

This is a long-term work in progress, but the groundwork is being done so we can have clear, robust impact measurement at the 12-month, 3 year and 5-year point post coaching and mentoring. This data and insight will help us to improve our programmes and develop new programmes to best support our clients and communities.

### **What we will do next year:**

Leadership Coaching will produce a flow chart for client communications and check-in processes clients so measurement can be done automatically and systematically and feed into improving our offer.

## **Our Environment**

### **What we did this year:**

In 2023, we made a conscious effort to offset all travel through tree planting initiatives. Any flights and train journeys have been offset through tree planting initiatives as well as carefully considering our travel options to reduce our impact on the world around us.

As well, we have achieved a 5% reduction in both energy and water consumption and look to match this again next year.

Where possible, we continued to choose ethical and sustainable suppliers, focusing on those who are also B Corp certified. Some new suppliers we have begun working with this past year including Synchronicity Earth.

### **What we will do next year**

In addition to further reducing energy and water by 5%, we also aim to introduce a more formalised supplier questionnaire so we can ensure that our partners are consciously working to support and protect the environment.

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## **Our Governance**

### **What we did this year:**

We started our journey on gathering more consistent, process-driven stakeholder feedback and input. This year we tried to improve our use of pre and post questions for our coaching programmes and send out surveys to gather direct feedback from our events and co-writing group.

As well, with new business, we have consciously chosen to work with more charitable and purpose-led organisations. For example, we have increased the value of the lower fee work we have done in the education sector, the media sector and charities including with Goldsmiths, the British Heart Foundation and the BBC.

In addition, we have now published our Code of Ethics and Privacy policy to help to continue to improve our accountability and transparency.

**What we will do next year:**

One of our long-standing, ongoing aims is to better incorporate social and environmental considerations into the work we do and the groups we serve. We continue to try to look to identify organisations to approach with our low / pro bono offer, particularly those which support women and sustainability.

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## Pledges For Next Year

- 📌 Increase our local area pro and low bono work to help reach more women in our community and work with local wellbeing partners to explore collaborations.
- 📌 Reduce our energy and water usage by 5% year on year
- 📌 Produce a flow chart for client communications and check-in processes clients so measurement can be done automatically and systematically and feed into improving our offer
- 📌 Continue the work to review longer-term impacts over 12 months, 3 year and 5 years
- 📌 Look to identify organisations to approach with our low / pro bono offer, particularly those which support women and sustainability.
- 📌 Update and formalize a supplier questionnaire