

Leadership Coaching Impact Report – 2025

LEADERSHIP COACHING IMPACT REPORT

September 2024 – August 2025

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.

Our Community

What we've done this year:

Bath Women's Fund

We continue to support the Bath Women's Fund and support local women in business through coaching and pro bono work. In 2024, we tripled our financial contribution to this worthy organisation to help support even more women entrepreneurs which we have maintained this year.

Cowriting Sessions for Women

For the past 12 months, 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. The focus continues to be on wellbeing but in recent months there has been encouragement for women leaders to attend to provide a calm, open space out of their busy work lives.

Each year, Leadership Coaching founder gives over 100 hours of writing support and facilitation to the co-writing attendees.

Wellness Retreats for Women

This past year we have successfully launched in-person wellness and journaling retreats for women in Bath. This has been a great success with two successful retreats both of which had more than dozen attendees. In the spirit of inclusivity and support, more than 25% of the spaces at the retreat were low or pro bono in order to ensure that cost would not be a barrier to those wishing to attend.

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.

Continue to build on and develop the wellness and journaling retreats and look to explore other settings / markets to support with this initiative.

Our Clients

What we did this year:

This past year, we have focused on ensuring our communication and feedback processes are in place. The aim is to be able to have quantitative and qualitative feedback about the impact of our work and programmes.

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 embed 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:

We continue to offset travel through tree planting initiatives and 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. S

What we will do next year

In addition to further reducing energy and water, 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.

Our Governance

What we did this year:

We continue to work with 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.

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 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 formalise a supplier questionnaire
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