

EXPANSIONS

Coaching.



Helping organisations unlock
confident, capable leaders
who stay, thrive, and deliver.

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WHY WORK WITH US

Why Partner with Expansions Coaching?

Poor leadership is costing UK employers £84 billion a year (CMI). With 82% of new managers receiving no formal training (CMI & YouGov), it's no surprise that 43% of UK line managers rate themselves as ineffective (Open University Business Barometer 2023).

At Expansions Coaching, we close that gap - fast. Our coaching doesn't just teach leadership theory; it rewires how leaders think and act under pressure. We focus on the hidden blockers that hold capable people back - self-doubt, decision paralysis, perfectionism and replace them with clarity, confidence, and consistent follow-through.

Our approach is rooted in neuroscience and real-world accountability. We use practical tools such as cognitive reframing, decision frameworks, and evidence-stacking to change how leaders respond in high-stakes situations. Every session is tailored to your people, with clear actions, structured reflection, and high-level support that ensures progress sticks.

That means your leaders don't just leave with inspiration, they leave making faster decisions, communicating with impact, and leading with authority. The ripple effect for you is - Stronger teams, higher engagement, and better retention.

We support organisations through:

- Leadership development that strengthens your internal pipeline
- Career transition coaching that boosts retention and engagement
- Return-to-work coaching that reduces absence-related attrition
- Early careers support that accelerates performance from day one

One coaching programme often pays for itself - retaining just one employee or helping one manager lead more effectively can deliver a measurable return on investment (ICF, Gallup, Work Institute).



ABOUT US

At Expansions Coaching, our mission is simple: to create stronger leaders, more engaged teams, and workplaces where people thrive - not just survive. **Because when your people grow, your business grows too.**

What sets us apart isn't more theory or tick-box training. It's how we work with your people. Our coaching is practical, focused, and always tailored to your organisation. We create the space for leaders to think clearly, challenge their assumptions, and take action - with the right balance of support and accountability to ensure progress sticks.

I'm Kirsty Knott, founder of Expansions Coaching. With 20 years in corporate and 10 years in HR leadership, I've led multi-million-pound change programmes, supported leaders through high-stakes decisions, and seen first-hand the cost of ineffective management. I know the difference confident, capable leadership makes - not just to individuals, but to entire organisations.

My coaching style is empathetic yet straight-talking. I'll listen deeply, challenge directly, and hold leaders accountable in ways colleagues, friends, or managers can't. Clients often tell me my superpower is spotting potential they don't yet see in themselves, and then helping them step into it with clarity and confidence.

Everything we do is designed around your people and your culture - never a one-size-fits-all framework. That's how we help organisations develop leaders who stay, thrive, and deliver measurable results.



CIPD
Associate



A Association
for Coaching

COACHING TO IMPROVE STRATEGY

Coaching delivers strategic benefits across your organisation from boosting retention through career transition and return-to-work support, to accelerating performance in early careers. It strengthens your leadership pipeline by developing high-potential talent and fosters a culture of accountability, trust, and continuous improvement.

The Cost of Ineffective Leadership

Even the most committed organisations are feeling the impact of low engagement and increasing pressure on managers. As workplaces evolve, so must the support we offer our leaders. These figures highlight the scale of the challenge - and the opportunity for organisations ready to invest in their people.

- **£438 billion:** Estimated global productivity loss due to declining employee engagement.
- **10%: Engagement level** among UK managers - the lowest globally.
- Source: Gallup, 2025

The Value of Investing in Leadership Development

When organisations invest in developing their leaders, the returns are significant - not just in individual growth, but in measurable business outcomes. From enhanced productivity to improved engagement and long-term retention, the data shows that coaching works.

- **25% improvement in leadership effectiveness** through coaching (Source: International Coach Federation (ICF))
- **44% increase in productivity** with effective leadership training. (Source: Harvard Business Review)
- **72% increase in workplace engagement** linked to coaching (Source: ICF)
- **788% median ROI** reported from coaching programs (Source: ICF)

At Expansions Coaching, we go beyond theory. Our coaching tackles the hidden blockers that undermine leadership - self-doubt, decision paralysis, and overthinking under pressure. Using neuroscience-informed tools and high-accountability support, we rewire the way leaders think and act so they can:

- Make cleaner, faster decisions
- Communicate with authority and clarity
- Lead confidently through uncertainty
- Build engagement and trust within their teams

This is how strategic outcomes like retention, engagement, and stronger pipelines translate into real-world behaviours - creating leaders who stay, thrive, and deliver measurable results.

OUR SERVICES



LEADERSHIP COACHING

Strong leadership is the foundation of every successful organisation. However the Open University Business Barometer 2023 discovered that around 43% of UK line managers rate their own management and leadership skills as ineffective.

We help leaders move from hesitation to decisive, confident action.

With our coaching, leaders will:

- Improve decision-making and strategic thinking
- Enhance emotional intelligence and communication skills
- Effectively manage change and drive team performance
- Cultivate a positive and productive workplace culture

Our approach combines neuroscience-informed tools with high accountability, so leaders don't just learn - they change how they show up.



CAREER TRANSITION COACHING

Whether employees are seeking promotions, transitioning into new roles, or navigating redundancy, we offer guidance to help them:

- Identify their strengths and career aspirations
- Overcome self-doubt and imposter syndrome
- Develop actionable career progression plans
- Re-engage with their work and future direction

The result: individuals who feel confident, supported, and committed to your organisation - driving retention and engagement.



EARLY CAREERS COACHING

With extensive experience in designing and delivering early careers programmes, we understand that Starting strong matters. We help graduates, apprentices, and early-stage professionals build the confidence and skills they need to thrive from day one.

Our coaching supports them to:

- Communicate clearly and with confidence
- Transition smoothly from education to the workplace
- Set goals and establish a strong professional identity

By accelerating early performance, you build loyalty, capability, and a pipeline of future leaders.



SUPPORTING WOMEN RETURNING FROM MATERNITY LEAVE

Supporting women back into the workplace after maternity leave is critical to retention and inclusion. We help them rebuild confidence, balance priorities, and progress their careers.

Our coaching enables women to:

- Rebuild professional identity and self-belief
- Balance new priorities with career growth
- Reconnect with opportunities and progression plans

This coaching reduces absence-related attrition and helps you foster a culture where talent stays, grows, and thrives.

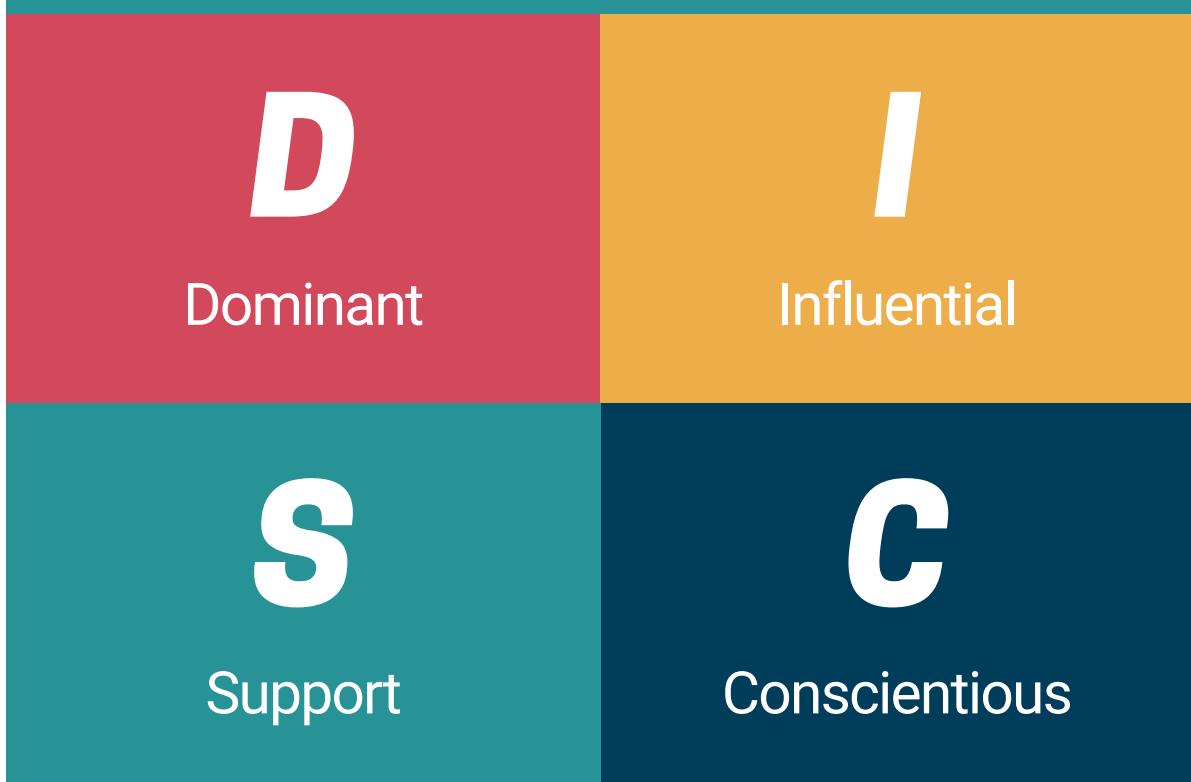
DISC PERSONALITY PROFILING

DISC assessments provide powerful insights into behavioural styles, helping leaders and teams improve communication, reduce friction, and build stronger collaboration.

What we offer:

- **Individual DISC Profiles** → each participant receives a personalised report plus a 1:1 coaching session to turn insights into practical actions.
- **Leadership DISC Profiles** → designed for managers and aspiring leaders, highlighting decision-making style, leadership impact, and conflict resolution.
- **Team DISC Profiles** → a group session that maps team dynamics, builds awareness of different styles, and strengthens collaboration across departments.

We don't just deliver reports - we coach people to apply the insights, so DISC becomes a tool for lasting behaviour change and stronger leadership.



CLIENT SUCCESS

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Our coaching solves real business challenges, from improving retention and engagement to building stronger leaders and high-performing teams. Here are a few examples of the impact our clients experience:



Craig Wilson *Project & Change Management Professional*

Clarity at a Career Crossroads

"Kirsty helped me find clarity during a career crossroads, overcome fear, and land a new job by breaking through personal barriers. Her support was thoughtful, strategic, and genuinely invested in my success."

Impact: *Faster career transition, reduced risk of attrition, and stronger alignment between role and individual strengths.*



Debbie Reith

Partner at KPMG LLP

Shifting Team Dynamics at Leadership Level

"Kirsty blends structure with flexibility, helping me shift my mindset and understand team dynamics more deeply - insights I still draw on today."

Impact: *Improved leadership effectiveness and stronger collaboration across senior teams.*



Amanda Evitts

Senior Financial Manager

Confidence to Lead with Impact

"Kirsty's coaching gave me the tools and perspective to approach challenges with confidence, enhance communication, and progress with a clearer career direction."

Impact: *Increased confidence, better decision-making, and measurable progress in leadership presence.*



Siobhian Sherry

Head of Delivery - Department for Energy Security and Net Zero

Supporting a Smooth Return to Work

"I started working with Kirsty just before I returned to work after my second maternity leave. She helped me test where my emotions and lack of confidence were coming from, confront misapprehensions about my capabilities, and put a plan in place. Her positive, supportive advice - combined with a strong commitment to accountability - made all the difference. I've noticed a real shift in my confidence at work."

Impact: *Successful return to work, renewed confidence, and increased retention through structured support.*

WORK WITH US

We know every organisation is different - which is why our coaching is tailored to your people, your culture, and your goals.

How we deliver

- 1:1 Coaching (virtual or in-person) → 3, 6, or 12-month options, starting from £1000
- Group Workshops & Training Sessions → bespoke sessions on leadership, communication, confidence, and resilience, starting from £300
- DISC Profiling → individual and team assessments, each with a tailored coaching session, starting from £250

Pricing is flexible and designed around your organisation's needs.



Next steps

If poor leadership, low engagement, or retention challenges are costing your organisation time and money, let's talk.

Book a discovery call and we'll map out how coaching can:

- Build confident, capable leaders
- Strengthen your pipeline
- Retain and engage your best people

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Let's take bold steps towards building stronger leaders, engaged teams, and a thriving workplace.

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