

Starbuck
& Associates

Executive and organisational coaching

Accelerating executive performance

Welcome to Starbuck & Associates Where your success takes centre stage

Accelerating your performance is our top priority at Starbuck & Associates

Everyone and every company is unique, with differing challenges, goals, and aspirations, therefore our coaching packages are tailored to be all about you and/or your teams. Whether you're a senior leader facing tough decisions, an executive striving for self-improvement, a high-potential talent looking to shine, a leader stepping into a new role, or a manager who needs a team to develop a shared purpose and vision, we support you on your path to success, by accelerating executive, team and organisational performance.

We don't just talk the talk; we've walked in your shoes. Our first-hand experience gives us valuable insights into what it takes to achieve within an organisation, as well as how to bring people along on the journey.

Masters of change

Starbuck & Associates is unique as all our coaches have decades of experience as board members and senior leaders of large teams, guiding numerous high-performing individuals and organisations through ambitious change programmes. With these backgrounds, we'll empower you, challenge you to grow, and help you and your organisation uncover untapped potential.

We specialise in mastering change fast. Whether you're an executive, C-suite manager, director, or senior leader, your success is our passion, and we're dedicated to helping you and your teams become the best you can be.

What to expect from your coaching journey with us

Our client-led coaching sessions provide a relaxed, open, and enjoyable atmosphere. We're committed to fueling growth, and while we might challenge you, it's always within a framework of trust, strong rapport, and respect.

We work hard to become the coach you and/or your organisation need in the context of your unique goals. We embrace flexibility in our approach because every client is different. We aim to keep things simple while inspiring, challenging, and supporting you or your teams.

There's nothing more fulfilling than watching our clients achieve what they once thought was impossible.



"Coaching helped me to see myself differently. It changed my perception of myself, where I was going and what I could achieve."



Our coaching
philosophy is simple:
**You are at
the heart of
everything
we do**

"I can genuinely say that the experience and insights that Starbuck & Associates brought about were game-changing.

Through the perfect balance of challenge, support and encouragement, my coach created an environment where I was able to critically assess my values, motivations and desired career outcomes. With that clarity, we then worked through a specific and measurable plan of action, which, in turn, gave me real data points to build upon.

What made this possible was the real-world experience my coach had from his time as a senior leader in industry. He'd walked in my shoes, which gave him credibility and authority.

Finally, my coach had a personable nature which really allowed me to open up, share my innermost thoughts and make real breakthroughs. As a result, I'd highly recommend Starbuck & Associates. You'll enjoy the journey and gain a real impact against your personal or professional goals."

Ben - Director of Global Operations

Coaching for individuals

Accelerating executive performance

At Starbuck & Associates, we're dedicated to accelerating your success through our range of coaching programmes. Choose from our Silver Executive, Gold Executive, Platinum Executive, or Tailored Executive packages, each offering distinct session durations and access options (details on the next page). Discover what to expect, what you'll achieve, and who will coach you for all programmes.



Target audience

If you are a manager or executive, we specialise in accelerating your progress towards achieving the following key objectives:

- Strategic development: Develop a strategic mindset and navigate the complexities of leadership.
- High-potential development: Identify and nurture your high-potential.
- Promotion preparedness: Prepare for career advancement and leadership roles.
- Confidence building: Boost your self-assurance and assertiveness.
- Support for newly promoted leaders: Navigate the critical first three months of leadership confidently.
- Leadership development: Hone your leadership skills to inspire and motivate your team.
- Team leadership development: Become an effective team leader and drive collective success.
- Build more effective relationships: Foster stronger, more productive relationships within your professional network.
- Career transition and advancement: Successfully transition to new roles and advance your career.

The accelerators: your coaches

- Our coaching programmes are led by highly accredited and qualified executive coaches chosen for their strong professional backgrounds. Selected for their expertise in senior leadership and non-executive roles, our coaches possess a commanding presence, rock-solid credentials, and a career track record that will match the senior professionals they work with. We also look for real personality and a touch of stage presence. Rest assured, our coaches bring practical experience and a proven record to guide professionals like you.
- At Starbuck & Associates, we understand the importance of a solid coach-client partnership. As a client, you can select the coach from our diverse pool who aligns best with your unique goals and aspirations.

Speedway to success: course highlights

- Coaching sessions tailored to your specific needs and schedule.
- An engagement period from three to 18 months (depending on your chosen package) allows for in-depth development.
- The opportunity to select a coach from our pool of experts ensures a strong connection.
- Coaching sessions focused entirely on your individual goals, development, and growth.
- A commitment to confidentiality in all coaching discussions.
- Premium executive coaching services and access to additional offerings, such as 360-degree feedback solutions and psychometric assessments.

Rapid achievements

Our coaching sessions are designed to deliver tangible outcomes:

- Goal achievement through a carefully crafted programme.
- Increased self-awareness of your strengths, limitations, leadership style, and workplace impact.
- A clear, focused action plan to drive your personal and professional growth.
- Heightened confidence, making a substantial contribution to your workplace.
- A well-defined roadmap towards achieving success.
- Enhanced leadership skills, boosting your capacity to inspire and lead.
- Improved contribution to your team and organisation.
- A clear and measurable return on your investment.

Coaching for individuals packages compared

What's Included	Silver Executive	Gold Executive	Platinum Executive	Tailored Executive
Access to additional services				
Virtual sessions				
Face-to face-sessions				
4 x 90 minutes coaching sessions				
12 hours coaching sessions				
24 hours coaching sessions				
Bespoke hours / sessions				
3 months duration				
6-9 months duration				
12-18 months duration				
Bespoke duration				



**We empower
executives to
become the best
possible version of
themselves**

Leadership and development packages









Accelerating organisational performance

We're dedicated to accelerating your organisational performance through an extensive suite of leadership, team and corporate coaching programmes. Whether you want to develop leadership transformations, high-performing teams, influencing and negotiation skills, or develop leaders for tomorrow, we can help. Choose the programme that's right for your organisation (details on the next pages).

With all programmes, discover what to expect, what you'll achieve, and who will coach you.

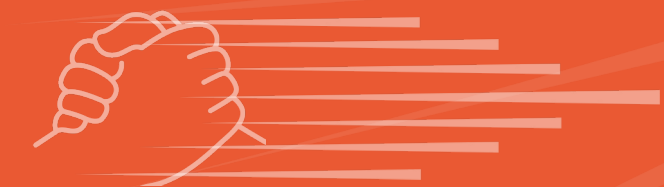


Coaching packages compared

Title	Description	Duration	Also included
 Senior Leadership Transformation	Created exclusively for executives and senior leaders within organisations who aspire to unlock the full potential of their teams and align them around strategic objectives for futures they’re trying to create. Our goal is to cultivate leadership excellence and help drive team engagement. Join us as we lay the foundation for sweeping changes that breathe life into organisational goals.	Highly configurable	Tailored to your needs Our development intervention fully adapts to your organisation's specific requirements. We can tailor programme durations and content to suit your needs.
 Developing First Line Leaders	For first-line leaders looking to enhance people skills and organisations grappling with high absence and turnover rates, seeking to instil a performance management culture.	Two days	
 Developing Leaders for the Future	A programme designed for high-potential future leaders, aimed at unlocking potential and fostering growth as successful leaders within your organisation.	Monthly meetings over a 6-9 month period	Support today and beyond Beyond the core programmes, we offer various support options, including individual executive coaching, the opportunity to join additional cohorts, reconnect sessions, and access to dedicated mentoring programmes.
 Influencing and Negotiation	For middle managers and first-line managers needing to enhance their skills in influencing, negotiation, and engagement.	Two days	
 High Performing Teams	A leader-led programme designed to assist a team in achieving high performance. The programme centres on the team developing a shared purpose and vision for a collective future.	One-two days	
 Calm Leadership	The programme is aimed at developing a CALM culture striking a calmer, happier and healthier balance between care for people and delivery of goals. To do well, you need to be well.	Half day-one day	Meet your coaches Our accredited executive coaches have all been personally vetted and hand-picked for their impressive professional background. We look for real personality and a touch of stage presence as well as rock-solid credentials and a career track record that will match the senior professionals they work with.
 Resilient Leadership	This workshop aids leaders in constructing a resilient workforce, leading to enhanced productivity and improved team cooperation, collaboration, and cohesion. Utilising a blend of didactic and experiential learning, we empower leaders to identify and address individual and team resilience challenges to ensure your business flourishes.	One day	
 Tailor-Made Development	We also provide a comprehensive custom design and delivery service to develop something unique for your organisational needs. We can fully customise this service, including the number of hours, days, and delivery method, whether virtual, in-person, or hybrid.	Bespoke	

Senior Leadership Transformation

Highly configurable duration



Target audience

Created exclusively for executives and senior leaders within organisations who aspire to unlock the full potential of their teams and align them around strategic objectives for futures they're trying to create. Join us as we lay the foundation for sweeping changes that breathe life into organisational goals.

Rapid achievements

- Elevate your leadership: Develop a profound understanding of diverse leadership styles and traits, fostering your unique approach.
- Cultivate a leadership mindset: Gain the insights and tools to embrace the mindset of an effective leader, influencing and inspiring those around you.
- Transform workplace culture: Uncover the key to nurturing a workplace culture that empowers your teams.
- Navigate change with confidence: Equip yourself with the skills needed to lead confidently through transition periods.
- Master the art of engagement: Learn how to effectively engage, influence, and manage stakeholders.

Speedway to success: course highlights

Our goal is to cultivate leadership excellence and strong relationships and help drive team engagement around strategic objectives.

The programme is highly configurable. It could be delivered in three phases, six days over three-six months (see example below). Or it can be configured to your chosen number of days according to your needs.

Phase one - Igniting leadership excellence (two days)

- Unveil the secrets of diverse leadership styles and traits.
- Foster a leadership mindset that ignites growth and innovation.
- Understand the pivotal role of organisational culture.
- Embrace values-based leadership principles that inspire and motivate.
- Navigate change with poise and skill.
- Build robust relationships.

Phase two - Leading with impact (two days)

- Cultivate your ability to lead and inspire others.
- Discover the powerful influence of your leadership shadow.
- Engage, influence, and manage stakeholders effectively.

Phase three - Driving organisational excellence (two days)

- Instil the right organisational culture to facilitate success.
- Forge high-performing teams that achieve remarkable results.
- Perfect your communication skills and drive productive conversations.
- Master the art of coaching for performance.
- Create unstoppable momentum towards your goals.

ElevateHer Coaching

Manage and thrive during the menopause

At Starbuck & Associates, we recognise the unique challenges and opportunities that peri-menopause and menopause may present to you in the workplace. Our specialised coaching programme is designed to guide and support you through this transformative phase. We'll give you the strategies you need to manage everything that's happening to you, and the coaching to help you retain – or regain – confidence.



Target audience

Our coaching programme is specifically tailored for you if you're in a leadership or executive role whilst also navigating the unique challenges of perimenopause and menopause.

This programme is ideal if you're anxious about managing the complexities of this life stage whilst committed to excelling at your job and maintaining your career trajectory.

It is also ideal if you're a dynamic, experienced woman who values self-improvement, resilience, and coaching support, and wants to learn how to leverage the positives of perimenopause and menopause for personal growth, professional development.

If you recognise the importance of well-being and work-life balance and are eager to embrace new strategies and insights that enhance your leadership capabilities during this transformative phase of your life, the ElevateHer programme can help you.

The accelerators: your coaches

- Our ElevateHer executive coaching programme is led by highly accredited and qualified executive coaches chosen for their strong professional backgrounds and experience in coaching women during the perimenopause and menopause stage. Our coaches also possess a commanding presence, rock-solid credentials, and a career track record that will match your seniority at work. Rest assured, our coaches bring practical experience and a proven record to guide professionals like you. (Please see the coach biographies on pages eight and nine.)
- At Starbuck & Associates, we understand the importance of a solid coach-client partnership. As a client, you can select your coach from our diverse pool and choose who most aligns with your unique goals and aspirations.

ElevateHer: course highlights

Empowerment and leadership: Gain knowledge and strategies to manage the challenges of menopause in a professional setting whilst enhancing your overall leadership capabilities. (This is particularly helpful if you feel you're losing control over what's happening to you physically/mentally.)

Mindset and confidence: At a time in your life when you might feel you're losing confidence, understand how menopause affects your logic and learn how to build a positive mindset and retain (or regain) confidence, self-belief, and resilience.

Positively embracing change: When you might be feeling negative ElevateHer will support you in understanding how to channel a new lease of life and a sense of freedom and clarity. It will enable you to bring your best self to the workplace and expend your energy on the things you can control. Instead of worrying about things outside your circle of control.

Health and well-being: Build resources to manage stress, sleep, and nutrition to impact your productivity and job satisfaction positively.

Enhanced communication, networking and peer support: Learn how to communicate effectively about menopause-related issues in the workplace to create a supportive and inclusive environment and generate greater understanding. This will not only help you but other people in your organisation.

Rapid achievements

- We focus on helping you leverage the profound wisdom, strength and resilience gained during this life stage. This coaching experience is more than just how to navigate a biological transition; it's about embracing growth, asserting empowerment, and unlocking your new potential.
- This programme will contribute to your overall success and satisfaction in life. It will also help you positively impact the culture in your organisation.
- We'll empower you to confidently advocate for your needs at work, ensuring a healthier balance between your professional and personal lives.

EmPowerHer Executive Coaching Programme



“EmPowerHer Leadership Coaching” is more than a coaching programme; it’s a strategic intervention aimed at fostering a more inclusive and equitable leadership environment. By focusing on the unique needs of women in leadership positions, Starbuck & Associates not only aids in the personal growth and success of individual leaders but also advocates for meaningful, systemic change across organisations and sectors. Through this targeted approach, we’re committed to empowering women leaders to unlock their full potential and drive forward the agenda of diversity and inclusion in leadership across the globe.

Target audience

If you are a female in a leadership role, we can help you achieve the following key objectives:

- Strategic development: Develop a strategic mindset and navigate the complexities of leadership.
- High-potential development: Identify and nurture your high-potential.
- Imposter Syndrome: The programme will support you to improve your self-belief to aid further personal and professional growth.
- Promotion preparedness: Prepare for career advancement and leadership roles.
- Confidence building: Boost your self-assurance and assertiveness.
- Support for newly promoted leaders: Navigate the critical first three months of leadership confidently.
- Leadership development: Hone your leadership skills to inspire and motivate your team.
- Team leadership development: Become an effective team leader and drive collective success.
- Build more effective relationships: Foster stronger, more productive relationships within your professional network.
- Career transition and advancement: Successfully transition to new roles and advance your career.

The accelerators: your coaches

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- At Starbuck & Associates, we understand the importance of a solid coach-client partnership. As a client, you can select the coach from our diverse pool who aligns best with your unique goals and aspirations.

Course highlights

- Coaching sessions tailored to your specific needs and schedule.
- An engagement period from 3 to 18 months (depending on your chosen package) allows for in-depth development.
- The opportunity to select a coach from our pool of experts ensures a strong connection.
- Coaching sessions focused entirely on your individual goals, development, and growth.
- A commitment to confidentiality in all coaching discussions.
- Premium executive coaching services and access to additional offerings, such as 360-degree feedback solutions and psychometric assessments.

Rapid achievements

Our coaching sessions are designed to deliver tangible outcomes:

- Goal achievement through a carefully crafted programme.
- Increased self-awareness of your strengths, limitations, leadership style, and workplace impact.
- A clear, focused action plan to drive your personal and professional growth.
- Heightened confidence, making a substantial contribution to your workplace.
- A well-defined roadmap towards achieving success.
- Enhanced leadership skills, boosting your capacity to inspire and lead.
- Improved contribution to your team and organisation.
- A clear and measurable return on your investment.

Executive Revival

Navigating Your Return and Reclaiming Your Resilience

One to one programme



Target audience

Senior Executives and Leaders who are either currently experiencing burnout or are in the process of recovering from it.
High-Level Professionals returning to their roles after a leave of absence due to burnout.
Organisational Decision-Makers seeking to enhance their resilience and prevent future occurrences of burnout.
HR Directors and Talent Managers who are responsible for the wellbeing of leadership within their organisations and want to implement proactive measures against executive burnout.

Why this programme?

This programme is designed not just to help executives recover from burnout but to empower them with the skills and strategies necessary to lead with resilience and strength, thereby creating a healthier work environment for themselves and their teams.

Reclaiming your resilience: course highlights

Personalised Recovery and Coaching: Tailored support focused on the individual's specific experiences and recovery needs, ensuring a highly personal approach to overcoming burnout.
Stress Management and Resilience Building: Tools and techniques are provided to manage stress effectively, including mindfulness, meditation, and emotional intelligence training.
Phased Reintegration into Work: A carefully structured plan to help executives return to their full duties gradually, minimising the risk of relapse and ensuring a sustainable comeback.
Leadership and Communication Skills Enhancement: Coaching on refining leadership styles to foster a healthier, more supportive workplace environment and enhance communication skills.
Ongoing Support and Follow-Up: Regular follow-up sessions post-program to ensure long-term success and adjustment of strategies, as necessary.

Programme outputs

Recovery Action Plan: A customised plan created for each participant to guide their initial recovery from burnout, focusing on immediate relief and prevention of further stress.
Stress Management Toolkit: A set of practical tools and techniques that executives can use daily to manage stress and maintain mental wellness.
Leadership Style Report: An analysis of the participant's leadership style with recommendations for adjustments to promote sustainability and prevent burnout.
Reintegration Blueprint: A step-by-step guide to help executives reintegrate into their roles without overwhelming themselves, including timelines and milestones.
Long-Term Prevention Strategy: A comprehensive plan detailing preventive measures and regular checks to avoid future burnout, ensuring continued professional engagement and productivity.

Developing First Line Leaders

Two days



Target audience

Designed for first-line leaders seeking to enhance their interpersonal skills, and organisations grappling with elevated absence and turnover rates.

Rapid achievements

Join us on a journey to empower your first-line leaders with the skills and insights necessary to build a high-performance culture and create lasting value for your organisation.

Speedway to success: course highlights

Experience a dynamic two-day interactive management development programme where we provide a robust framework for fostering a culture of performance management. The programme includes:

Day one: Elevating your leadership (managing, growing, and influencing)

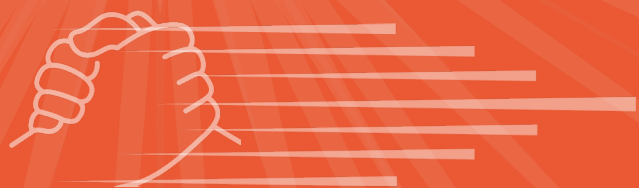
- Managing others: Learn the art of effective management.
- Growing as a manager: Develop and enhance your managerial skills.
- Shadow of the leader: Understand the profound influence of leadership behaviour.
- Engaging and influencing: Master the art of engagement and influence.
- Effective communication: Hone your communication skills to foster stronger connections.

Day two: Guiding with purpose and excellence (mission, performance, and conversations)

- Mission, purpose, values: Align your team with a clear mission, purpose, and values.
- Performance management: Cultivate a performance-driven culture.
- Practical goal setting: Set and achieve goals that drive success.
- Absence management: Tackle absence-related challenges head-on.
- Conversations for delivery: Master critical conversations to achieve meaningful results.

Developing Leaders for the Future

Spans six - nine months



Target audience

Tailored for high-potential future leaders, this programme aims to unlock their full potential, nurturing their growth and development as successful leaders within your organisation. It is a strategic initiative to prepare leaders for future promotions in more demanding leadership roles, develop their potential, bolster their confidence, and enhance their contributions to the business.

Rapid achievements

Embark on a transformative journey, equipping tomorrow's leaders with the skills, insights, and mindfulness needed to steer your organisation towards a brighter future.

Speedway to success: course highlights

This comprehensive programme spans a six - nine month duration, featuring a multitude of interventions designed to guide participants on an accelerated and developmental journey. Monthly meetings will lead them through essential activities to prepare them for leadership roles.

Unveiling leadership excellence

Leadership of people: Master the art of leading individuals.
Exploring leadership: Delve into the profound concepts of leadership.
Leading yourself: Cultivate self-leadership to inspire others.
Leading others: Empower and guide your team towards success.

Leadership fundamentals

The eight fundamentals: Understand the core principles of leadership.
Being a conscious leader: Develop mindfulness in your leadership role.

Understanding the essence of leadership

What is leadership? Explore the multiple facets of leadership.
Four ways to grow as a leader: Navigate your path to becoming an effective leader.
Being a conscious leader: Embrace mindfulness in leadership.
Four leadership energies: Harness various leadership energies.
Leadership styles: Discover your unique leadership style.

Growth as a leader

Accelerating leadership growth: Learn strategies to grow faster as a leader.
The shadow of the leader: Understand the influence of your leadership shadow.
Managing self-talk: Cultivate positive self-talk to bolster your leadership journey.

Tactics for engagement and influence

Harnessing the power of engagement: Master engaging and inspiring others.
Skills for effective influence: Develop the skills needed to influence and motivate.
Focus, skill, and sill: Elevate your leadership effectiveness.
Stakeholder management: Skilfully manage key stakeholders in your leadership role.

Conversations for effective delivery

Pareto's Principle: Employ the 80/20 rule for impactful results.
Handling difficult conversations: Navigate challenging dialogues with finesse.

Effective communication

Six question types: Master the art of asking the right questions.
Communication styles questionnaire: Explore different communication styles.
High-quality questioning: Enhance your communication with high-quality questions.
Generous listening: Develop the art of empathetic listening.

Influencing and Negotiation

Two days



Target audience

Designed for middle managers and first-line managers, this programme is tailored to refine their skills in influencing and negotiating effectively within your organisation.

Rapid achievements

Using the powerful art of influence and negotiation, managers will be empowered to lead effectively and successfully within your organisation.

Speedway to success: course highlights

This is a dynamic and interactive two-day management development programme designed to equip managers with the tools they need to excel in their roles.

Day one: The art of influence and impact

Introduction and objectives: Set the stage for mastering influence and engagement.

Understanding impact and influence: Explore the significance of influence in leadership.

Group exercise: Collaborate with peers to apply the principles of influence.

A model of influence: Dive into a practical model for effective influence.

Words, music, and dance: Discover how your communication style shapes your influence.

Expressing views and opinions: Learn to articulate your perspectives effectively.

Active listening: Master the skill of active listening to enhance engagement.

Expressing feelings: Develop the ability to express emotions productively.

Day two: Navigating influence with finesse

Exploring: Dive deeper into the world of effective influence.

Stating expectations: Communicate expectations clearly and confidently.

Using incentives and pressures: Leverage incentives and pressures to achieve desired outcomes.

Openness: foster an environment of openness and receptivity.

Building common ground: Cultivate shared values and objectives.

Group exercise: Collaborative exercises to reinforce your learning.

Addressing business challenges through influence: Apply your newfound skills to the real-world business challenges you face.

High Performing Teams

One - two days, leader-led



Target audience

This leader-led one- or two-day team event is meticulously designed to empower teams to become high-performing. The focus of this programme is to help teams cultivate their collective purpose and envision the future they aspire to create together. It's all about nurturing the future vision, fostering the right behaviours, and forging the relationships that underpin high performance.

Rapid achievements

Empower your team to rise to their full potential, embracing a common purpose, trust, and the essential elements that lead to high performance. Together, let's forge a path towards excellence.

Speedway to success: course highlights

Join us for an engaging and interactive one- or two-day development programme, guided by your team's leader and supported by our expert team.

Defining a unified purpose

- Creating a common purpose: Unite the team around a shared mission and purpose.
- Developing clear roles: Collaboratively establish a deep understanding of each member's role in achieving objectives.
- Establishing trust and psychological safety: Foster an environment where team members feel safe contributing and sharing without fear of judgment.

Facilitating effective team dynamics

- Effective communication: Channel active listening, sharing, feedback, and conflict resolution for harmonious collaboration.
- Collaboration and cooperation: Commit to supporting and assisting each other, leveraging strengths and compensating for weaknesses.
- Accountability: Instil a sense of ownership and accountability for tasks and performance among all team members.

Calm Leadership

Half day or a full day



Target audience

This programme fosters a CALM culture, striking a harmonious balance between people's well-being and achieving organisational goals. It's designed to support leaders in resetting mindsets, culture, and behaviours to reduce burnout, adapt to the changing pace of the workplace, enhance engagement, and create a balanced work environment for work/life brilliance. After all, to do well, you need to be well.

Rapid achievements

- Cultivate a workplace where everyone can thrive.
- Instil a lasting culture, mindset and behaviour change across the organisation.
- Learn how to slow down to go faster and unlock significant potential.
- Empower teams to pause, reset, restore, and rebalance, preparing them to tackle the challenges of the 21st century.

Speedway to success: course highlights

The CALM model is a cornerstone of workplace culture disruption, focusing on achieving work/life brilliance. We deploy this model to guide leaders and teams in developing the culture, mindset, and behaviour required to thrive in the 21st-century workplace. This alignment with the business strategy allows organisations to meet the needs of stakeholders and employees better, both now and in the future.

Through our expertise in co-creation, we collaborate with you to harness the power of well-being, enabling the transformation and cultural shift demanded by forward-thinking and progressive organisations, leaders, and teams, all in pursuit of work/life brilliance.

Our highly interactive half or full day programme stimulates the thinking and leadership required to navigate the fast-paced world of business today. The programme should be a key component of the Senior Leadership Transformation and Developing Future Leaders programmes, as well as being a one or half day event on its own.

Revival Leadership

Full day team workshop



Target audience

A burnout workshop targeted at organisations can offer substantial benefits, addressing not just individual well-being but also organisational culture and productivity.

The workshop is designed for HR personnel, managers, and team leaders who influence workplace policies and employee well-being. It also addresses employees at various levels, from entry-level to senior positions, who are experiencing or at risk of burnout due to workload or work-life imbalance. Executives and leadership teams are also included, aiming to enhance organisational productivity and employee satisfaction through a healthier work environment.

Workshop outcomes

- Participants gain awareness of burnout's impact on employee health, productivity, and organisational success, including its signs and long-term consequences.
- The workshop aims to foster cultural change, helping organisations create a healthier workplace culture, emphasising work-life balance, realistic goals, and employee support.
- Participants learn practical strategies to prevent burnout, such as clearer boundaries, and stress management resources.
- They leave with action plans for reducing burnout at both individual and organisational levels, enhancing long-term productivity and satisfaction.

Why this programme?

The need for a focused program to assist executives in managing stress and preventing burnout is strongly underscored by recent UK statistics:

Rising Burnout Reports: A significant increase in burnout reports among UK employees by 48% over the past year shows a growing issue with workplace stress. This highlights an urgent need for interventions (Glassdoor, HR News).

Economic Impact: Mental health issues, including burnout, cost the UK economy approximately £28 billion annually. Investments in mental health interventions can yield substantial returns, reducing absenteeism and presenteeism (Deloitte).

Workload as a Major Stressor: High workload is identified as the primary cause of work-related stress by 73% of UK employees. Addressing workload can directly reduce stress levels and improve productivity (Champion Health).

Health Effects: A considerable number of adults experiencing stress report serious health effects, with 51% feeling depressed and 61% anxious. Moreover, 16% have engaged in self-harm and 32% have experienced suicidal thoughts (Mental Health Foundation and YouGov).

These statistics highlight the critical importance of programs designed to help executives effectively manage stress and prevent burnout, ultimately leading to healthier, more productive work environments.

Speedway to success: course highlights

Interactive sessions include group discussions and activities, allowing participants to share experiences, identify burnout triggers, and brainstorm solutions relevant to their organisation. Delegates benefit from exploring various perspectives, creating a support network, and learning strategies directly applicable to their workplace.

Team Effectiveness

Two day



Target audience

This comprehensive two- day programme is crafted for organisations to develop their senior leadership teams to improve & accelerate performance through a cultural shift change.

The programme supports with various challenges:

- **Communication Barriers:** Misunderstandings and lack of clear communication can lead to inefficiencies.
- **Misalignment of Goals:** Without a shared vision, teams can struggle to pull in the same direction.
- **Lack of Accountability:** When responsibilities are not clearly defined, tasks fall through the cracks.
- **Ineffective Leadership:** Leadership that fails to inspire or manage teams effectively can lead to demotivation and underperformance.
- **Conflict and Low Morale:** Persistent unresolved conflicts can lead to a toxic work environment, reducing morale and productivity.
- **Low Employee Engagement:** A lack of engagement can stem from not feeling valued, understood, or challenged, leading to diminished productivity and increased turnover.
- **Resistance to Change:** In rapidly evolving markets, teams that resist change can hinder an organisation's ability to innovate and adapt, putting it at a competitive disadvantage.
- **Inefficient Decision-Making:** Teams that struggle with making decisions efficiently face delays in project timelines and miss opportunities due to prolonged deliberations or indecision.
- **Diversity and Inclusion Challenges:** Organisations may struggle to leverage the benefits of a diverse workforce.
- **Burnout and High Turnover:** High-stress environments without proper support or balance can lead to burnout, resulting in high turnover rates and the loss of valuable talent

Speedway to success: course highlights

- **Enhanced Communication:** Immediate improvements in the clarity and effectiveness of team communications, reducing misunderstandings and increasing efficiency.
- **Cultural shift:** supports & fosters cultural change with creating a positive team one mindset.
- **Goal Alignment:** Quick alignment of team members around shared objectives, facilitating more cohesive efforts towards organisational goals.
- **Boosted Employee Engagement:** Increased motivation and engagement among team members as they feel more valued, understood, and integral to the team's success.
- **Conflict Resolution:** Enhanced ability to constructively resolve conflicts, leading to a more positive team atmosphere and stronger relationships.
- **Effective Leadership:** Development of leadership skills that inspire and motivate teams, driving performance and fostering a culture of accountability.
- **Adaptability to Change:** Greater agility and openness to change, enabling the team and organisation to better navigate market dynamics and embrace innovation.
- **Clear Accountability:** Establishment of clear roles, responsibilities, and expectations, ensuring tasks are completed efficiently and effectively.
- **Decisive Action:** Streamlined decision-making processes, allowing for quicker responses to opportunities and challenges.
- **Leveraging Diversity:** Improved inclusivity and leveraging of diverse team perspectives, enhancing creativity and problem-solving capabilities.
- **Reduced Burnout and Turnover:** Strategies to manage workloads and stress, leading to improved team wellbeing and reduced turnover rates.

This comprehensive two-day program is meticulously designed to address immediate team challenges while laying the groundwork for lasting improvements in team effectiveness, relationships, and fostering a unified '**Team One**' mindset. These foundational enhancements offer significant benefits for the entire organisation. Depending on specific client needs, the programme can be customised and extended to an increased cycle of days. Additionally, individual coaching programs are available to further support and expedite ongoing personal and team development.

Resilient Leadership

One day



Target audience

This comprehensive one day programme is crafted for leaders wishing to elevate resilient leadership skills by exploring in-depth how to understand, build, and apply resilience in a dynamic corporate landscape.

Rapid achievements

- Gain a deeper understanding of resilience and its impact on personal and professional life.
- Understand the science behind resilience, including psychological and physiological aspects.
- Build awareness of the components that make up personal resilience.
- Foster personal resilience self-assessment insights.
- Develop skills in stress management and problem-solving.
- Learn techniques for developing and maintaining strong, supportive relationships.
- Accrue practical experience with mindfulness exercises.
- Gain strategies for overcoming adversity and learning from setbacks.
- Master tools to foster a resilient team culture within the workplace.
- Develop a personal action plan to continue building resilience.

Speedway to success: course highlights

The day incorporates interactive elements, featuring dynamic group discussions, immersive role-playing scenarios, and enlightening Q&A sessions. This approach fosters active engagement, facilitating practical learning.

Part one: Understanding resilience

The science of resilience

- Psychological and physiological aspects
- Resilience and the brain.

Components of resilience

- Emotional intelligence
- Optimism
- Mental agility.

Assessing personal resilience

- Self-assessment exercises
- Identifying personal strengths and areas for growth.

Part two: Building resilience skills

Resilience-building strategies

- Stress management techniques
- Problem-solving skills
- Building strong relationships and support networks.

Mindfulness and resilience

- Guided mindfulness exercises
- Integrating mindfulness into daily routines.

Overcoming adversity

- Case studies and group discussions
- Strategies for bouncing back from setbacks.

Part three: Applying resilience

Resilience in the workplace

- Navigating workplace challenges
- Building a resilient team culture.

Action planning

- Setting personal resilience goals
- Developing an action plan for continued resilience-building.

Diverse & Inclusive Culture Programme

One day



Target audience

- Senior Management: Ensures leadership is fully equipped to drive and support diversity initiatives.
- HR Professionals: Equips those involved in hiring and policy-making with the necessary tools to foster an inclusive environment.
- Team Leaders: Enables leaders at all levels to manage and motivate a diverse workforce effectively.
- All Employees: Although primarily aimed at leaders, this program is beneficial for all employees to understand and embrace diversity and inclusion principles.

Rapid achievements

- Immediate Improvement in Cultural Competence: Participants will gain essential skills in understanding and interacting with different cultures, which can be applied right away.
- Enhanced Communication Skills: The workshop will equip participants with the ability to communicate more effectively across diverse groups, preventing misunderstandings and promoting a more inclusive workplace.
- Bias Awareness and Reduction: A quick, impactful understanding of personal and systemic biases will help participants immediately start processes to mitigate these biases within the workplace.
- Action Plan Development: By the end of the workshop, participants will have a clear, actionable plan tailored to their roles to promote and sustain diversity and inclusion in their teams

Speedway to success: course highlights

Understanding Diversity and Inclusion:

- Definitions and distinctions between diversity, inclusion, belonging, and equality.
- The business case for diversity and inclusion: how it drives innovation, attracts talent, and improves brand reputation.

Interactive Activities:

- “Identity Mapping” Exercise: Participants explore and share different facets of their identities to highlight the diversity within the group.
- Role-Playing Scenarios: Practical exercises that simulate real-life situations involving diversity conflicts or challenges.

Unconscious Bias Training:

- Use of interactive tools to identify and understand personal biases.
- Strategies to overcome biases and foster a supportive and inclusive environment.

Inclusive Communication Workshop:

- Techniques for enhancing communication across diverse teams.
- Exercises on active listening and effective questioning to reduce misunderstandings and promote inclusivity.

Legal Framework and Policies:

- Overview of relevant laws and regulations.
- Guidelines for creating or revising company policies to support diversity and inclusion.
- Implementation Strategies:

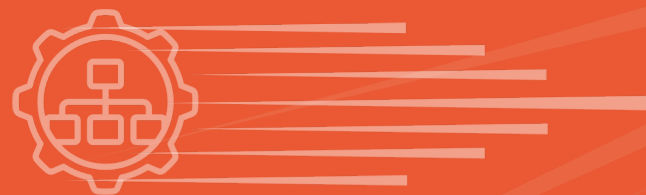
Developing personalised action plans:

- Establishing metrics for monitoring progress and impact of diversity initiatives.
- Building Inclusive Teams:
- Strategies for assembling and managing teams that leverage diverse talents and perspectives.
- Managing sensitively and fairly to ensure all team members feel valued and included.

This one-day workshop is designed to make immediate impacts, providing participants with the knowledge and tools they need to start making changes in their behaviour and strategic planning concerning diversity and inclusion. This programme is addressing both the theoretical aspects of diversity and practical skills and techniques needed to create a truly inclusive environment. Participants will leave the workshop not only with a greater understanding of the complexities surrounding diversity but also with practical strategies that can be implemented immediately to start making a difference in their organisation.

Tailor-made Development

Tailor-made duration



Target audience

All Starbuck & Associates workshops are customised to meet your organisation's specific requirements, team dynamics, budget constraints, and leadership levels. We also provide a comprehensive bespoke design and delivery service, creating a unique solution for your organisational needs. Our team of experts will collaborate closely with you to fully understand your requirements, enabling us to design and execute a tailored programme that effectively supports your organisation's growth.

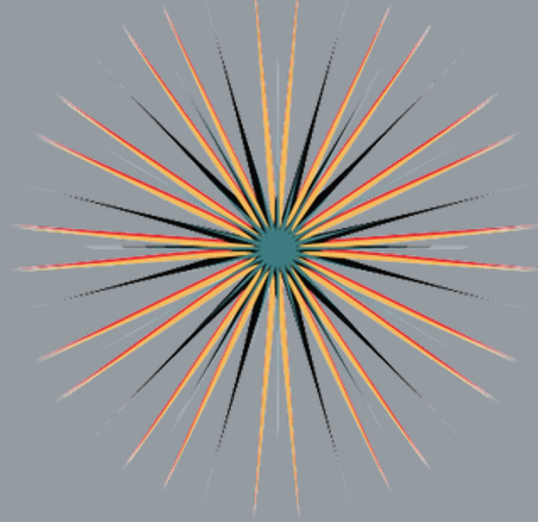
Speedway to success: course highlights

We offer complete flexibility in designing your programme, allowing you to determine the number of hours, days, and the delivery method.

Whether virtual, face-to-face, or a hybrid approach, you can choose the format that best suits your team's development needs.

We will collaborate with you to create a unique programme tailored to your requirements. The list below outlines all the elements that can be selected:

A leader's mindset	Goal setting	Managing self-talk
Absence management	Growing as a leader	Mentoring
Aspects of leadership	Growing as a manager	Motivating others
Being a conscious leader	High performing teams	Myers-Briggs
Belbin team roles	High-quality questions	Performance management
Change and resilience	Imposter syndrome	Positive mental attitude
Coaching for performance	Improving and building stronger relationships	Power of engagement
Coloured thinking	Influencing and stakeholder Management	Recruiting the right way
Communication styles	Job descriptions	Shadow of the leader
Conversations for delivery	Knowing how I can improve	Social styles
Creative thinking	Leadership energies	Stakeholder management
Culture	Leadership fundamentals	Team building
Decision making	Leadership styles	Team coaching
Delegation	Leading others	Team values
Developing the right culture	Leading through change	Time management
Developing thinking	Levels of team play	Values-based leadership
Effective communication	Managing others	
Engaging and influencing		
Generous listening		



Starbuck & Associates BUSINESS PIONEER



The Pioneer Coaching Programme: Transforming Vision into Victory for Entrepreneurs

The Pioneer Coaching Programme is a custom journey created for entrepreneurs at all levels, from start-ups to established businesses looking to expand. With the help of our highly experienced & accredited coaches who are experts in this area, this one-on-one coaching experience is tailored to address the unique challenges of entrepreneurship. What sets our programme apart is its focus on long-term, sustainable success, making it an ideal investment for Individuals starting out on their own, businesses wanting to upscale, or venture capitalists devoted to nurturing their portfolio companies.

Why Choose Us?

Expert Guidance: Each entrepreneur benefits from the wisdom and insights of seasoned business coaches to ensure innovative and proven strategies.
Customised Growth Plans: Tailored sessions offer specific strategies for growth and scalability, based on the entrepreneur's unique business landscape.
Exclusive Resources: The Business Pioneer Support Workbook is a tangible tool that complements one-on-one coaching and assists in tracking progress and implementing strategies.
Impactful Outcomes: Our programme is designed to deliver measurable results, including increased revenue, market expansion, improved operational efficiency, and strategic clarity.

Programme Features:

One-on-One Coaching: Direct access to experienced coaches who offer personalized attention, ensuring that every business challenge is met with an effective solution. Ten 60-minute sessions with sessions being every 3 to 4 weeks.
Master Coaches: Collaboration with master coaches offers insights into cutting-edge strategies and innovations in business growth and management.
Business Pioneer Support Workbook: A curated resource filled with exercises, tools, and guides to bolster the entrepreneur's journey and solidify their path to success.
Defined Success Metrics: Work towards clear, achievable goals with regular assessments to monitor progress and recalibrate strategies for continuous improvement.

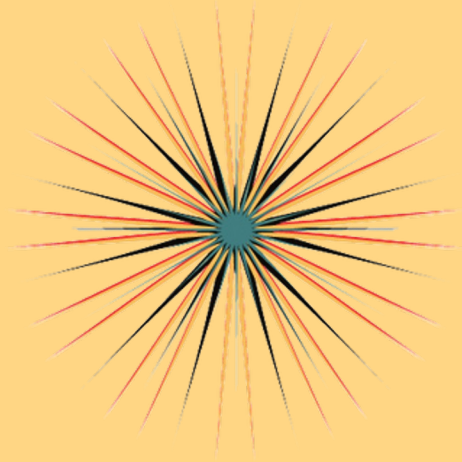
Programme Outcomes:

Strategic Business Growth: Entrepreneurs will learn to identify and seize opportunities for sustainable growth.
Operational Excellence: Gain insights into streamlining operations for efficiency, cost reduction, and enhanced productivity.
Market Expansion: Develop strategies to enter new markets or expand within existing ones, backed by thorough analysis and planning.
Leadership and Decision-Making: Enhance leadership skills and decision-making capabilities to lead teams and projects to success with confidence.
Investor Attraction: For venture capitalists, this programme ensures your investments are primed for success, making your portfolio companies more competitive and attractive for future funding rounds.

Who Can Benefit?

This programme is meticulously designed for:
Entrepreneurs eager to elevate their business with strategic guidance and actionable insights.
Business owners facing growth challenges or operational bottlenecks.
Venture capitalists, private equity business or financiers seeking to accelerate the growth and success of their portfolio companies through targeted developmental support.





Starbuck
& Associates

LAUNCHPAD

The Launchpad: The Coaching Business Startup Programme - Elevating Coaching Entrepreneurs from Concept to Reality

Launchpad is a tailor-made journey crafted specifically for aspiring coaches ready to turn their coaching vision into a thriving business. Whether you're just stepping into the world of coaching or you're an established coach aiming to scale your business, Launchpad is designed to meet you where you are. Our programme is powered by highly skilled and accredited coaches with deep expertise in the coaching industry, providing a one-on-one coaching experience that addresses the unique challenges of building a successful coaching business.

Why Choose Launchpad?

- Expert Guidance: Benefit from the deep industry knowledge and experience of our business coaches, ensuring you apply innovative and proven strategies to your coaching business.
- Customised Growth Plans: Receive tailored coaching sessions that offer specific, actionable strategies for growth and scalability, aligned with the unique aspects of your coaching practice.
- Exclusive Resources: Gain access to the Launchpad Coaching Business Toolkit, an essential collection of resources designed to complement one-on-one coaching, track your progress, and implement effective strategies.
- Impactful Outcomes: Launchpad is committed to delivering tangible results, such as establishing a strong client base, enhancing your brand visibility, optimising your operational processes, and achieving strategic clarity in your coaching business.

Programme Features:

- One-on-One Coaching: Engage in direct interactions with experienced coaches who provide personalised attention and solutions tailored to your business challenges. The programme includes ten 60-minute sessions scheduled every 3 to 4 weeks or can be tailor made.
- Master Coaches: Collaborate with master coaches who bring forth insights into the latest strategies and innovations in coaching business growth and management.
- Launchpad Coaching Business Toolkit: A comprehensive resource packed with exercises, tools, and guides to support your journey and cement your path to a successful coaching business.
- Defined Success Metrics: Set clear, achievable goals with regular assessments to monitor progress and refine strategies for ongoing enhancement.

Programme Outcomes:

- Strategic Business Growth: Learn to identify and leverage opportunities for sustainable growth in your coaching business.
- Operational Excellence: Discover how to streamline your operations for efficiency, cost savings, and improved productivity.
- Market Expansion: Develop strategies for broadening your client base or deepening your market penetration, supported by thorough analysis and planning.
- Leadership and Decision-Making: Boost your leadership skills and decision-making capabilities to confidently lead your coaching business towards success.
- Client Attraction: For coaches looking to attract more clients, Launchpad ensures your coaching business is positioned for success, making your services more competitive and appealing.

Who Can Benefit?

Launchpad is meticulously designed for:

- Aspiring and established coaches seeking to launch or scale their coaching businesses with strategic guidance and actionable insights.
- Coaches experiencing growth challenges or looking to overcome operational hurdles in their business.
- Anyone within the coaching industry aiming to rapidly advance their business success through focused developmental support and expert insights. programme ensures your investments are primed for success, making your portfolio companies more competitive and attractive for future funding rounds.

Additional services

Further coaching to suit your needs.

Service	Description	Price (excluding VAT)
Thomas International Leadership 360 Feedback assessment	The Thomas International Leadership 360 Feedback Assessment is designed to provide individuals with constructive feedback on their leadership abilities and behaviour. The goal of the Thomas International Leadership 360 Feedback Assessment is to help individuals gain a clearer understanding of their strengths and areas for development as leaders. This feedback can be valuable for personal and professional growth.	£500 per client
Thomas International DISC Profiling and Emotional Traits (PPA + TEIQ)	The Thomas International DISC Profiling and Emotional Traits (PPA + TEIQ) combines two assessments offered by Thomas International: the Thomas Personal Profile Analysis (PPA) and the Thomas Emotional Intelligence Questionnaire (TEIQ). The combination of the PPA and TEIQ allows individuals and organisations to gain a more comprehensive understanding of an individual's personality, behaviour, and emotional intelligence. This can be valuable in various contexts, including leadership development, team building, and personal growth.	£500 per client
Hogan Assessment	The Hogan Assessment is a popular and widely used suite of personality assessments designed to evaluate various aspects of an individual's personality, including their normal behaviour, values, and potential derailers or tendencies under stress. Organisations often use it to select candidates for leadership positions, assess the potential for success in specific roles, and provide developmental feedback to individuals. It's known for its reliability and validity in predicting job performance and behaviour in work settings.	£600 per client
Psychometric feedback session(s)	For individuals who want to raise levels of self-awareness and uncover hidden strengths and blind spots. Session duration: 90 minutes - two hours.	£750 plus cost of chosen test
Executive CV	A new high-quality non-executive director CV delivered in five days. Highlights your transferable value and your unique skills. It is also tailored to your desired career path. Expertly formatted and proofed. (Additional CVs can be requested at the same time if you also need a functional CV, chronological CV, non-executive director CV, consultancy bio, etc.)	£500 (plus £250 for each additional CV requested at the same time)
Executive CV, cover letter, LinkedIn	A new high-quality CV delivered in five days. Highlights your transferable value and your unique skills. Is also tailored to your desired career path. Expertly formatted and proofed. New supporting cover letter or personal statement. Refreshed LinkedIn profile.	£750
LinkedIn profile review	Enhanced LinkedIn profile optimised for recruiters and SEO. Expertly formatted. Develops personal branding.	£250
Optimise your brand presence: The complete package	Dedicated one-to-one service. Dedicated senior executive writer. Comprehensive telephone consultation. Brand new, expertly tailored CV highlighting your transferrable value and unique skills. Multiple revisions until satisfied. Effectively formatted and proofed. Supporting cover letter and personal statement. Enhanced LinkedIn profile optimised for recruiters and SEO and reflective of your CV. Effectively formatted.	£1000

Meet the team

Our coaching programmes are led by highly accredited and qualified executive coaches chosen for their strong professional backgrounds.

Find us on LinkedIn.



Paul Starbuck MCC
Lead Executive Coach



Shamilla Mhearban
Executive Coach



Simon Brown
Executive Coach



Lorna Reid
Executive Coach



Liz Connelly MCC
Executive Coach and Supervisor



Simon Bergenroth ACC
Executive Coach

Meet the team



Find us on LinkedIn



Zoe Starbuck

Director of Business Development
and Client Relations



Natalie Hariram

Operations Director

Time for a change: A case study

Having enjoyed a successful corporate career spanning over 30 years, Mo felt ready for a change. So, when an opportunity presented itself for him to part ways with his current employer and finally focus on something he wanted to do, he felt compelled to embrace it.

The problem was, Mo wanted to do EVERYTHING.

“I’ve always been very curious and attracted to sparkly things. What I needed was a coach who could help me to narrow down my goals, rationalise things and focus my energies.”

Mo already had experience of coaching, but this was the first time he’d sought a coach independently, and not just because his corporate framework dictated so.

After conducting some research, Mo got in touch with Starbuck & Associates.

The coaching

Mo had an idea of what to expect ahead of his first session; he knew he was about to place a lot of trust in someone he barely knew, so naturally, there were some nerves.

Thankfully, Paul Starbuck (owner and founder of Starbuck & Associates) quickly put Mo at ease and provided a safe space for him to confront, discuss and deal with issues which were standing in the way of his goals.

Together, they formed a comprehensive transition plan to enable Mo to fulfil his portfolio career ambitions. As part of the plan, they worked to



understand the transferable value Mo would bring to a boardroom, and then Paul helped him to articulate that value through a great non-executive director CV.

“Paul is very good at instilling trust. His questions really encouraged me to reflect and discover answers which had previously been difficult to find.”

Space to think

Mo’s coaching sessions with Paul gave him the time and space to think and evaluate. He now feels he has more self-confidence and the self-belief to move forward and do what he wants to do.

“If you’re thinking about working with Paul, Mo’s advice is to ‘go for it’.

Paul’s sessions are thought provoking, constructively challenging and he is a trusted advisor.

If you’re considering coaching, you already know you want to change – but you might not have all the answers or know all your options. Some soul-searching sessions with Paul could be just what you need.”

A word from Paul

“Mo is a talented guy. He worked very hard on the plan and developed his own journey towards the work he wanted to pursue. It was challenging at times, but he was committed to the challenge. I wish him all the best for the future.”

"I have never enjoyed or looked forward more to having a coaching session as I did with Starbuck & Associates.

Going into the start of the coaching I had reservations of what I was going to achieve, however, after the first session I instantly knew this was going to be a great journey.

Coaching really got me to think about who I am and what I can achieve, and this was all done with such positive energy.

Starbuck & Associates really makes you engage your thought mode and there is no doubt that I have become a more rounded leader who is confident and not willing to compromise.

Coaching has inspired me to become the best I can be.

I would recommend any leader who is looking to develop their leadership qualities to book in some sessions with Starbuck & Associates. You will not regret it."

Ian - Director of Operations

Navigating the coaching world can be overwhelming, with countless options and varying price points. But at Starbuck & Associates, we're here to simplify the process for you.

When you choose us, three key factors will influence your coaching experience and cost:

1. The coach: We offer a diverse team of coaches, each with unique qualifications. They have experience in senior leadership and non-executive director roles. The more experienced and qualified the coach, the better suited they are to the stage of your career and the more significant impact they can have on personal and professional growth. We only provide coaches with professional coaching qualifications and accreditations, ensuring you receive the highest level of expertise.

2. The client: We customise our coaching packages to meet unique needs, whether you're a senior manager in an SME, a director, a VP, a corporate executive in one of the world's largest companies, or an HR department looking to effect change. Your challenges, goals, and requirements are distinct, and we tailor our approach accordingly.

3. The package: As our client, we'll help you build your own tailored coaching package to suit your needs/the needs of your organisation (timings, face-to-face and/or virtual) and budget.

Alternatively, we also have set packages for you to choose from.

Our pricing is always transparent, covering the coach's time, session preparation, and the operational costs of our business. (The cost can be reduced by purchasing sessions up front).

Additionally, we offer various supplementary services, from psychometrics to leadership development programmes, all adaptable to your specific needs.

This is YOUR journey – You maintain control

Our commitment to transparency means you'll know the total cost upfront, with no hidden fees. We're here to support your growth and success, and that starts with your trust.

Your coaching journey begins with Starbuck Associates, where your success story takes centre stage. Join us in realising your full potential; we'll reach new heights together. All pricing quoted excludes VAT.



Pricing

"Starbuck & Associates are very good at instilling trust. My coach's questions encouraged me to reflect and discover answers which had previously been difficult to find."

Ed Falzon



**There is no recipe
for success.
It is as unique as
you are.**

Natalie Massenet

Starbuck & Associates

www.starbuckassociates.com

hello@starbuckassociates.com / 01529 240355

Northgate House, Northgate, Sleaford, NG34 7BZ