



TopHat Discovery CIC

We provide spaces to think and find courage **for social impact**

Are you ...?

- **Seeking a change** in your professional life or personal situation
- **Running an organisation** going through a process of change
- **A leader**, or '**leader-in-waiting**' aiming to enhance your capabilities
- **A coach**, seeking to refine and develop your practice

4 ways we support you

1. Coaching and mentoring for individual professionals
2. Crafted support shifting culture to align to your change strategy
3. Coaching-led training to build leadership competencies
4. A coaching 'club' for practising & honing your coaching skills

Ask yourself: What does the world of tomorrow need us to take action towards today?



TopHat Discovery CIC

is a social enterprise providing **coaching spaces** for:

Individuals, groups, teams and whole organisations to:

Connect, find space to think, and take action

Curious to know more ? Read on...

Coaching and Mentoring for individuals

Our coaching gives **you** space to think, plan and discover pathways in which you learn and grow



The Service	The Effect	The Reactions
1-2-1 coaching Powerful conversations (both for executive and life coaching) will stretch your thinking, challenge your own assumptions and encourage new perspectives	New options emerge for addressing the issues you face with clarity and intent for moving forward	<i>"In discussing challenges, I was often able to navigate a route to getting where I needed to be"</i> Humanitarian Aid director <i>"The life coaching experience was truly transformative. It provided me with a toolkit to address my personal and professional challenges"</i> ESG Career Sector Coachee <i>"This coaching has saved the company at least \$40K. Without it I would have left before the project ended"</i> Project Leader
Group coaching Regular, online meetings where individuals meet with other professionals to consider their situations	Resilience is developed as the themes of each session stimulate deep thought, listening and discussion allowing for truly expansive thinking, together	<i>"The 'openness' made sharing my thoughts and feelings spontaneous"</i> <i>"The solidarity and connection is really wonderful"</i> <i>"A great opportunity to think through my current very unstable situation to move forward in a healthy way"</i> <i>"There has not been one session where I didn't feel I had an opportunity I hadn't seen before"</i>
Mentoring Coaching with insights offered by the coaches drawing from their own business and life experiences in response to issues being discussed	You identify opportunities and approaches as you calibrate your situation with that of your coach	<i>"Mentoring worked well for me, especially given where I'm at with some of the decisions and planning around team capacity and funding"</i> Social justice charity CEO

‘Choose Change’: business transformation

Our packages of executive, group and team coaching work *with* your organisation as you go through processes of change, aligning culture with purpose



The Service	The Effect	The Reactions
Team coaching We support teams to explore their purpose, their teaming capabilities and their links across their organisation and beyond	Teams, and teams of teams, are strengthened to have an impact that is greater than they can achieve as a group of individuals	From teams: <i>"We had fun in our coaching, laughing and creating and, because of the coaching, we have stayed the course when there was time when it all seemed too much"</i> <i>"One year on, we have continued to develop and use the materials and work we developed together"</i>
Group coaching / Coaching Clinics We provide a space where individuals or groups can check-in to consider their situations and develop their thinking	Improved well-being as staff and volunteers feel heard and seen	<i>"I particularly liked the expression 'lead with courage' - it helped me prepare for a difficult discussion"</i> <i>"It's been great to see how our purpose runs through it all. I think we had lost sight of that"</i>
Technical Support & Staff Development We provide facilitation and organisation development support for processes of strategy development, structure and change management	Your organisational plans align with purpose and vision providing the bedrock for deeper and longer-lasting transformation	<i>"We have revised job descriptions and have rethought our planning process"</i> <i>"We covered a lot of ground and revisited values and strategy... by the end I really felt we were a team moving in the right direction"</i>

‘Unlock Your Leadership’[©]

Coaching-led training for leaders



Our programme of leadership modules is built around learning approaches which are:

Practical – applicable to your work and timed to fit around work schedules

Personal – relevant to who you are, your styles, passions and interests

Powerful – to benefit you, your teams *and* your organisation

The Service	The Effect	The Reactions
Our highly interactive courses use short seminars and coaching workshops to deepen learning The series of leadership modules explore and develop core leadership competencies and test them in the workplace	Increased self-awareness for day to day leadership Challenge and discovery of the inner shifts needed to be your best Finding the sweet spot where skills and talents combine	<i>From participants:</i> <i>“The chance to try out new ideas and work through them with colleagues has been amazing”</i> <i>“Sharing my shield with my team was really great”</i> <i>“I valued the self-reflection on my leadership style and how to use my 'strong' competencies to support my 'weak' competencies”</i>

'Be A Better Coach'® - a platform of support for coaches



Our regular gatherings provide spaces and a collegiate community for coaches who enjoy improving their craft, sharing their insights and learning from each other

The Service	The Effect	The Reactions
Trio-Coaching Sessions Facilitated 2-hour sessions in which each person coaches, observes, and is coached	You gain experience and build confidence as you observe other coaches and experiment in a safe space You benefit from being coached Your coaching hours increase (and may count towards accreditation)	From coaches: <i>"A fantastic space for learning from and networking with other coaches. It's stimulating, challenging, warm and fun!"</i> <i>"The icing on the cake is being able to observe others demonstrate their craft too, which is an absolute honour"</i> <i>"This is a 360 learning opportunity for all involved – it truly is a gift for any coach involved, regardless of their experience"</i>
Peer to Peer Learning Coaches support each other by: • Sharing and reflecting on issues arising in their work and businesses • Practising and exploring the art of coaching in groups	You join a collegiate community of coaches who share an interest in learning, together You feel less alone as you offer, and are offered, suggestions to enhance your practice	<i>"The trust in this group enabled me to share things I've found challenging and learn from listening to the insights of other coaches"</i> <i>"I was really interested to see how [group coaching] can work and notice where facilitation ended and coaching begins"</i>
Coach Retreats In person events for learning, exchange, expansion and reflection	Energy, motivation and inspiration for moving forward	<i>"It's a joy to socialise and learn through intense conversation with a range of coaching professionals"</i>

About Us

TopHat Discovery CIC is a group of coaches united by a conviction that coaching can bring positive social impact

We are a social enterprise – our services are set up to support organisations with a social purpose

Our purpose

To use coaching-led work to be a force for good

Our clients

B-Corps businesses, social enterprises, international development & humanitarian aid organisations, academic institutions, local charities, campaigners for action on climate change and social justice ...

Or simply people and organisations who aim to make a difference for good

Our principles

We aim to keep coaching affordable, accessible and

- Deadly serious fun
- Exclusively inclusive
- Imperfectly sustainable

Our business model

We use a % of our profits to provide access to coaching-led services to people and organisations who may not normally be able to invest in this way

Our website & information

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Newsletter

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