

# Marketing Collateral

Coaching  
eLearning Platform





# “Inspiring small radical changes, one conversation at a time.”

People often wonder if the name ‘**Kapow Coaching**’ comes from the world of superheroes. In fact, it’s from the home of sequins and sparkles, a Salsa dance step that is used by your partner after they’ve done their shine (*in other words, showing-off a bit!*).

Literally meaning ‘**I’m ready**’ – Kapow Coaching works with individuals, teams and organisations who are ‘ready’ to be inspired, to learn, and be willing to stretch their thinking to become better versions of themselves.

Kapow Coaching was formed by Kate Flory in 2002 focusing on three areas of development:

Coaching | Leadership |  
Mental Fitness







At **Kapow Coaching**, we help leaders, HR professionals, and organisations unlock growth and performance through coaching and training that creates lasting impact. Whether you're looking to develop individual confidence, strengthen team collaboration, or build organisational resilience, we bring the tools and expertise to make it happen.

Our services range from one-to-one coaching and team programmes to interactive workshops and eLearning — all designed to spark those “lightbulb moments” of insight and change.

With a UK-wide team of certified coaches and mental fitness specialists, we match the right expertise to your needs. And because we're passionate about making a difference, you'll find our approach both supportive and solution-focused, with plenty of creativity along the way.

If your organisation is ready to unleash its potential, let's start the conversation.



# Coaching

Curious Conversations | Systemic Team Coaching |  
Action Learning Sets | Coaching Circles | Leadership Coaching





## WHAT ARE CURIOUS CONVERSATIONS?

### Managers today don't need to be coaches, but they do need to have coaching skills

More and more, managers are expected to coach their people, but without training many feel unprepared and uncertain. The result? Missed opportunities, surface-level conversations, and challenges left unresolved.

That's why we created a four-day training programme supporting managers to have **Curious, Challenging, Compassionate, Courageous, Creative** and **Championing** work-based conversations, delivered in a highly interactive and hybrid way, with pre and post material available on our eLearning site. Designed for groups from 8 to 20 and delivered by two professional expert coaches.

Our **Curious Conversations** programme gives managers the essential coaching skills they need to lead better conversations at work. In just four highly interactive days, your managers will learn how to ask thought-provoking questions, truly listen, handle emotions with confidence, and give feedback that lands. What conversations are your teams avoiding?

### An Overview of the 4 days:

Your managers will learn how to be in relationships differently at work, by staying curious and moving away from assumptions, asking open and simple questions. They will combine empathy with curiosity and learn how to manage more emotional conversations. They will explore how to build more trusting relationships and deepen their understanding by sense checking and exploring new perspectives.

## CURIOUS CONVERSATIONS<sup>©</sup>



Some of our previous Curious Conversations attendees.

### The benefits of Curious Conversations

Learning the foundations of coaching skills before learning how to have more Challenging, Compassionate, Courageous, Creative and Championing Conversations, helps individuals feel:

- More confident in building relationships at a deeper level, and quickly.
- Able to plan and deliver challenging feedback.
- Better equipped to explore different styles of conversation at work.
- More able to deal with emotions in the workplace.
- Able to ask the right questions, in the right place and listen effectively.
- More comfortable with a coaching process that is different from everyday conversations.
- Improve interactions with peers, direct reports, and stakeholders and clients.

## WHAT IS SYSTEMIC TEAM COACHING?

### Building stronger, more connected leadership teams

When leadership teams struggle, the signs are clear: silos, poor communication, lack of trust, low morale, or stakeholders who are unhappy, often with no one sure why. Too often, these issues only come to light when revenue drops, clients complain, or departments fall into conflict.

**Systemic Team Coaching** helps leadership teams step back, examine how they work together, and strengthen their collective performance. It's not about fixing individuals, but about enabling the *whole team* to be more effective, collaborative, and resilient.

### The Systemic Team Coaching Framework



#### How it works

**Systemic Team Coaching** combines one-to-one coaching, group coaching, 360 reviews, training, and facilitation to create more collaborative and dynamic process.

It seeks to understand what the stakeholder expectations are, clarify team tasks and shared purpose, improve team dynamics and create a culture of trust and collaboration, and focus on shared team learnings.

Focusing on the needs of the team's, the starting point is dynamically designed and owned by the team.

### Looking Through Different Lenses

Systemic Team Coaching looks at your whole system through different lenses. Common challenges that can be supported by Systemic Team Coaching are:

- Dysfunctions within the team.
- Silo thinking and lack of collaboration.
- Unhappy stakeholders, clients or colleagues, but you are not sure why.
- Lack of trust and an unwillingness to challenge poor leadership behaviours.
- Poor communication or inconsistent messaging.
- Low morale and motivation from key influencers within the organisation.

### The benefits of Team Coaching

Senior Management teams rarely analyse how effective they are collectively, not until they receive poor client feedback, they uncover difficulties between departments, or when they lose revenue.

We know that by taking time to explore what gets in the way of them being a high performing team will help them:

- Improve collaboration, co-creation and communication.
- Make faster and clearer decisions.
- Develop the resilience to thrive in times of change.
- Have clearer team purpose and objectives.
- Improve trust, respect and credibility as a team.

What would your starting point be for Team Coaching? Get in touch to see how we can help your team.

## WHAT IS ACTION LEARNING?

### Learning to listen, learn, and not give advice

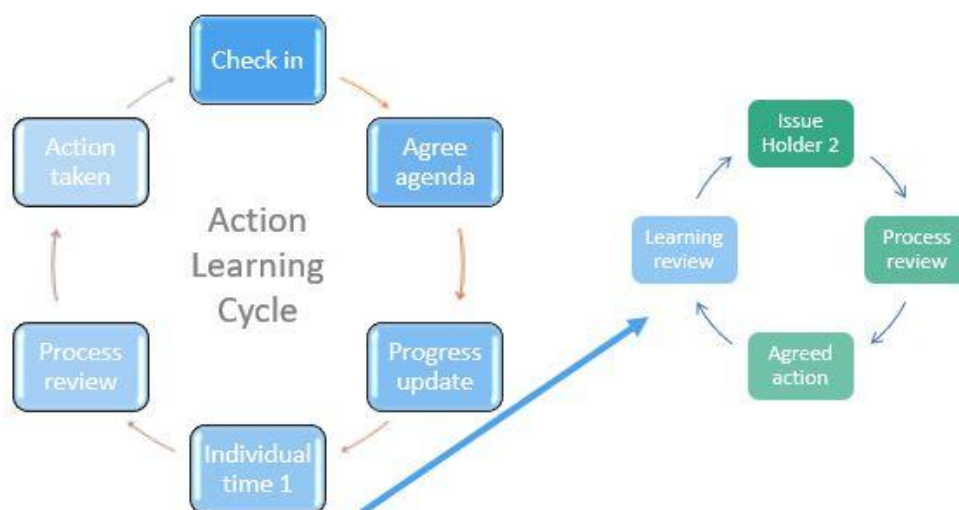
Senior leaders and managers often face complex challenges, from people issues to strategic change, but don't always have a safe space to step back, reflect, and explore solutions with peers.

**Action Learning** creates that space to solve real challenges with a small group of peers. In facilitated groups, managers and leaders work on real world challenges with industry or departmental peers using active listening, powerful questions, and reflection to resolve their challenges and work on their strategic thinking.

Instead of giving advice, peers support and challenge one another to generate fresh insights, create action plans, and feel supported in the process.

### How Action Learning Works:

Small groups of 5-8 people come together online or in person, for six sessions. A structured process that creates space to pause, reflect, and action-plan business-world challenges, supported by their peers.



### The benefits of Action Learning Sets

Not only does participating in Action Learning develop leadership skills, decision-making, and creative problem solving, it helps to create trust and deepen relationships within the Set. In addition, it develops individuals and the organisation with:

- Addressing people and process challenges in real time.
- Developing creative and open-minded solution focus thinking.
- Increased collaboration and confidence building.
- Improved leadership and communication skills.
- Better working relationships and widening cross-different department networks.

Action Learning encourages collective learning within the Set and creates accountability and peer support. Ask us how we can set a Set up for you today.

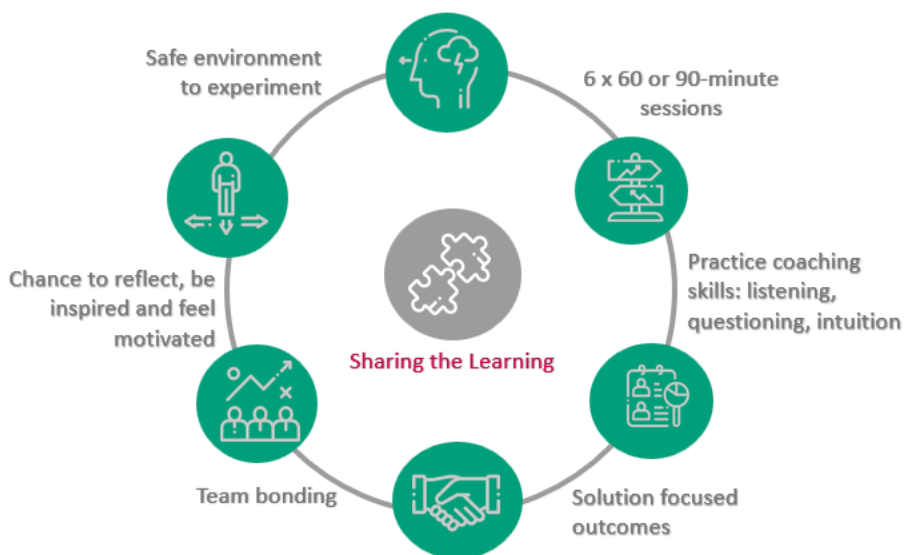
## WHAT ARE COACHING CIRCLES?

### Learning to creatively problem solve

Leaders and managers are often quick to problem-solve, but don't always have the space to pause, reflect, and explore challenges from different perspectives.

**Coaching Circles** create the space for deeper insight via peer perspectives. In small groups, participants bring real work-related issues and are supported through a structured process of deep listening and reflection. Rather than rushing to give advice, group members share insights, metaphors, and observations that spark new ways of thinking.

### How Coaching Circles Work:



### The format:

- 4-6 group members.
- Meeting weekly or monthly, based on the group's needs.
- Approximately 6 sessions (depending on the group size as each member gets a turn to speak).
- Lasting either 60 or 90 minutes.

Designed by the Presencing Institute, Coaching Circles are a key feature of the U-Lab leadership programme.

### The benefits of Coaching Circles

Coaching Circles introduce participants to a powerful reflective practice that can be replicated within teams and across organisations. They introduce participants to a deeper experience of coaching skills, including level 3 listening, silence, reflective practice, metaphors, and imagery, and to remove the urge to 'offer solutions'.

In addition, it:

- Introduces a powerful reflective practice within teams that once experienced can easily be replicated internally.
- Helps to support a coaching culture.
- Encourages deeper insight and learning within peer groups.
- Develops stronger relationships, trust and support.
- Invites creative problem solving.
- Improves personal confidence.
- Takes little time to implement.

How can Coaching Circles support your reflective learning at work? Contact us to find out more.



## LEADERSHIP COACHING

### Time to think out loud

Leaders are constantly juggling decisions, managing change initiatives, and team demands often without dedicated time to pause and reflect. It can feel lonely at the top. Leadership coaching provides that confidential space to think out loud, reconnect with what inspires you, and take back control of your leadership journey.

Our **Leadership Coaching** supports leaders to explore their motivations, values, triggers, strengths, aspirations and challenges. Our certified coaches, trained in Co-Active Coaching and Positive Intelligence, guide leaders to build confidence, clarity, and resilience — so they can navigate both professional and personal challenges with greater ease.

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### The Kapow Coaching approach to Leadership Coaching

We focus on *who* the leader is and aspires to be, alongside *how* they want to make change. By developing the inner leader, mindset, and personal impact, we help leaders empower, motivate, and inspire others.

We've been coaching since 2002 and have brought together hand-picked Co-Active certified coaches, so, whether you are looking for one coach, or multiple, we can assist.

Get in touch to arrange a free 30-minute coaching session.



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### The benefits of Leadership Coaching

Leadership Coaching delivers both personal and professional growth for managers and leaders. As coaching is person-specific, the impact will be different for each leader, but common benefits include:

- Enhanced self-awareness and confidence.
- Strategic and leadership skills.
- More effective communication skills, learning to listen and challenge more.
- Managing personal stressors and wellbeing.
- Improved delegation and time management skills.
- Increased motivation and sense of direction.
- In the moment problem solving.

In addition, Leadership Coaching has cascading benefits as leaders begin to ask more coach-like questions, utilises some of the tools they've learned with their teams, and become better leadership role models.

If you want to create a space to reflect, build resilience, and strengthen your leadership impact, let's discuss how Kapow Coaching can support your journey.

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# eLearning Platform

5 Day Leadership Challenge | 5 Day Challenge on Curious Conversations |  
Mental Fitness HIIT Session | Resilience Part 1, Part 2, Part 3 |  
Carry on Building your Positive Intelligence (Past PQ Podders)

HOME

CATALOGUE

HELP



## Catalogue

SEARCH



CATEGORIES

Maximum price:

Sort by: Name



### 5 Day Challenge on Curious Conversations

Training managers to have coaching conversations at work



£42.00

BUY



### 5 Day Leadership Challenge

Learning about the 5 leadership positions within The Being & Doing of Leadership through daily challenges - suitable for both



£42.00

BUY



### Building your Personal and Work Resilience - Advanced Level Part 3

Building your Personal and Work Resilience. The third of three programmes in our resilience model. (Part 3 Advanced)



£66.00

BUY



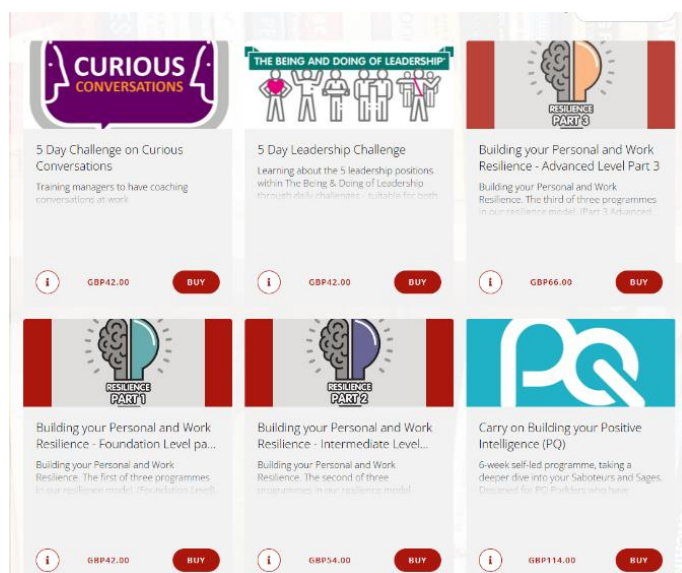
### Self-led learning, anytime, anywhere

In today's hybrid world, finding training solutions for geographically dispersed, time-poor teams can be challenging. Traditional off-the-shelf packages are often too rigid. Kapow Coaching's eLearning programmes give individuals and teams the flexibility to develop at their own pace, on their own schedule, with 12-month access to materials.

Our eLearning solutions provide a mixture of bitesize training and more in-depth training around our core expertise areas of **Coaching**, **Leadership**, and **Mental Fitness**, to help you support anytime, anywhere training.

Our selection of 5-day Challenges is the perfect way to upskill without committing to our fuller, live programmes such as The Being and Doing of Leadership and Curious Conversations. And our Mental Fitness HIIT provides standalone wellbeing support.

We've developed three programmes based on our Building your Personal and Work Resilience 6-part model, that can be used as standalone training solutions, or as progression from Foundation, to Intermediate to Advanced level training.



### From our eLearning Catalogue

Putting you in the driving seat of when and where to train, we can offer:

- **The Being and Doing of Leadership**, 5 Day Leadership Challenge.
- **Curious Conversations**, 5 Day Challenge on Curious Conversations.
- **5 Day Mental Fitness HIIT Sessions**.
- **Foundation Level Resilience** (part 1).
- **Intermediate Level Resilience** (part 2).
- **Advanced Level Resilience** (part 3).

All our eLearning programmes are available to demo for free — click on the links to explore the catalogue today, and put your people in the driving seat of their development.

### The Benefits of self-led learning

eLearning allows individuals to take control of their development by choosing when and how they learn, and for some it removes the discomfort of in-person group interactions. Without someone monitoring progress, these offerings encourage self-motivation and the opportunity to re-visit the learning, as the materials are available for 12 months.

For smaller organisations, our eLearning offerings are a cost effective and flexible solution for more one-off development needs for individuals or the whole team, without committing to an expensive eLearning platform.

How can eLearning enhance your learning and development?

# Our Clients

Coaching | Leadership | Mental Fitness





# Get in touch

Call, email or send us a message on our socials. We'd love to hear from you if you are interested in one of our Coaching, Leadership, or Mental Fitness training options.

