



Kapow Coaching Coaching & Training

Coaching
Leadership
Mental Fitness
eLearning Platform



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“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 leaders 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[©]



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 SYSTEMATIC 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

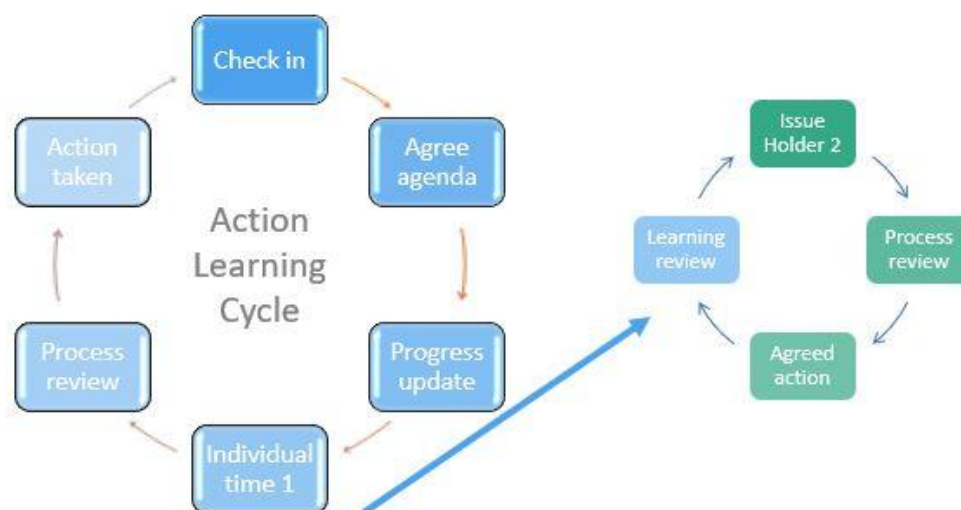
Senior leaders and managers often face complex challenges, from people issues to strategic change, but don't always have a safe space to step back, reflect, and explore solutions with peers.

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.

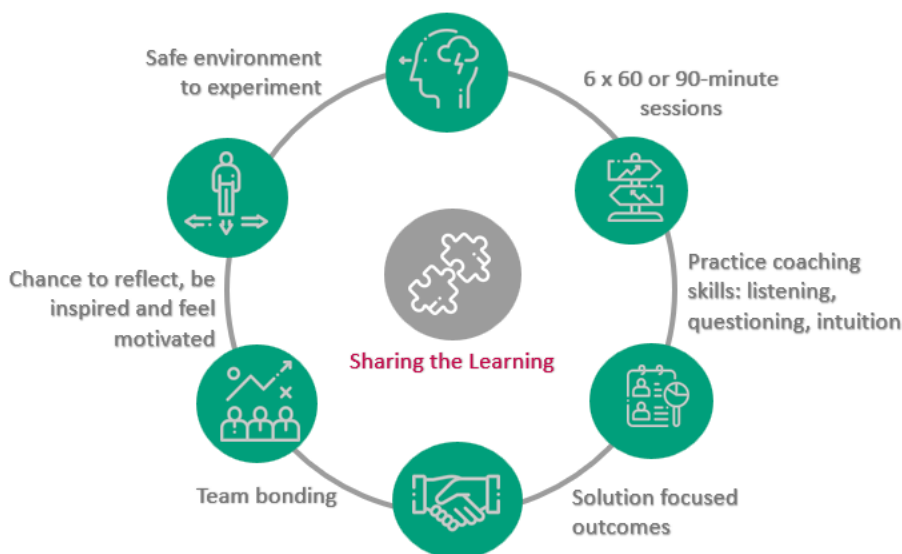
WHAT ARE COACHING CIRCLES?

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.

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 sample session.



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.

Leadership

The Being and Doing of Leadership | Bitesize Training



THE BEING AND DOING OF LEADERSHIP

A 6-day leadership programme to unlock your leadership potential at every level

In today's fast-paced business world, organisations rely on their people to 'step up' into leadership roles, or 'step back' to develop the next generation of leaders. Yet many emerging leaders and new managers feel out of their depth, unsure how to 'be' a leader or 'do' leadership effectively. Meanwhile, senior leaders often struggle to let go of control, unintentionally holding back leadership talent.

Our **Being and Doing of Leadership** recognises the **5 positions** of leadership that anyone at any level has access to – training leaders to explore their Inner and Sensing Leader, how to be a Leader Behind, Beside and In Front, and helping **everyone in an organisation to realise their full leadership potential**.



Some of our past participants from our Emerging and Diverging Leadership programmes

An Overview of the 6 days

Our six days of training are highly interactive and hybrid, with pre and post material available on our eLearning site. Designed for groups from 8 to 20 of Emerging Leaders (new to role, or junior), Diverging Leaders (5 plus years in leadership), or Mixed group of leaders (for smaller businesses), delivered by one or two qualified leadership coach trainers.

The Benefits of The Being and Doing of Leadership

Emerging and Diverging Leaders look at their 'invisible' and 'visible' strengths, skills, attitudes, and will learn leadership tools to:

- Be more confident in decision making at all levels.
- Have greater clarity on roles and responsibilities and feel more empowered to take the lead.
- Improve communication impact and be aware of own communication preferences.
- Take a more strategic approach.
- Be able to understand team dynamics and how to motivate teams.
- Set personal goals and improve planning.
- Deepen the leadership skills for new and experienced managers, creating a stronger lead pipeline.

What are the biggest barriers to developing your leadership talent? Discover how The Being and Doing of Leadership can help, and how we can transform your leadership culture. Give us a call or email, to find out more.

Flexible, impactful leadership training that fits into your busy workday

In today's hybrid and fast-paced workplace, leaders need training that is practical, impactful, and delivered in bite-sized sessions that fit around their day.

Which is why we offer flexible bite-sized training, in-person or online via your preferred platform, ranging from 30-minute sessions to half-day workshops. Organisations can choose from our proven topics or work with us to design bespoke sessions tailored to your team's needs.

Some of our popular 30, 60 and 90-minute online training:

- **Daring to be Vulnerable** - build trust and openness within your team.
- **Fierce Compassionate Leadership** - lead with empathy without losing authority.
- **Creating a Coaching Culture** - embed coaching into everyday conversations.
- **Circle of Control** - focus on what you can influence and reduce stress.

Some of our Half Day in-person training

Interactive training sessions, brought to life by shared experiences from your team, as they collectively explore and learn new insights into some of these leadership topics of:

- **Feedback and Difficult Conversations.**
- **Exploring Team Dynamics.**
- **Generational Differences.**
- **Delegation Skills and Learning to Let Go.**
- **Saying No and Creating Boundaries.**
- **Think, Act and Feel more Confident.**
- **True Colours** – understanding communication styles.

Ask us for a fuller outline of any of our bitesize sessions.

The Benefits of Bitesize Training

By paying attention to your organisations personal and professional development, research tells us that engagement and confidence is improved, motivation and innovation is increased, and loyalty is fostered as you send a clear signal to your people, that they are valued.

Our training sessions are designed to be work-based practical and inspirational, creating the right environment for continuous improvement to flourish – even in just 30 minutes.

Contact us to discuss your specific leadership topics, ideal timings, and preferred delivery options.



An example of our in-person training



One of our online training sessions

Mental Fitness

Bitesize Training | PQ Pods | Foundations of Resilience



BITESIZE MENTAL FITNESS TRAINING

Flexible, impactful mental fitness training that boosts wellbeing and productivity

With 1 in 14 people experiencing daily stress, organisations are increasingly focused on its effect on individuals, teams, and overall performance. Our bite-sized mental fitness sessions provide practical tools and techniques to improve wellbeing, morale, and resilience.

We offer both tried-and-tested themes and bespoke sessions tailored to your organisation's needs, delivered online or in person.

Some of our popular 15, 30, 60 and 90-minute online training:

- Mental Fitness HIIT.
- Understanding your Negative Mind.
- Managing your Stress Bucket.
- ABCs of Self Care.
- Embodied Resilience.
- Visualisations for New Perspectives.

Ask us for a fuller outline of any of our bitesize sessions.

Some of our Half Day in-person training

Interactive training sessions, brought to life by shared experiences from your team, as they collectively explore and learn new insights into some of these mental fitness topics of:

- Practical Stress Busting.
- Saying No and Creating Boundaries.
- Managing your Stress Bucket and Circle of Control.
- Self-care and Wellbeing – planned and in the moment.
- Embracing Failure and Removing Perfectionism.

The Benefits of Bitesize Training

Whether in person or online, these short impactful sessions aim to put your people back in control of their emotional mind, by providing them with practical and work-ready tools - in just 15 minutes. Our short sessions fit into busy diaries and encourage self-care practices that not only improve wellbeing but also work effectiveness and happiness.

Discover how bite-sized mental fitness training can improve wellbeing and performance in your organisation, contact us to discuss your options. What positive impact do you want to have on your organisation?

Get in touch with us to find out how we can put wellbeing at the heart of your business support strategy.



An example of our in-person training



One of our online training sessions

POSITIVE INTELLIGENCE (PQ)

Boost Resilience, Strengthen Relationships, and Reduce Stress at Work

The Positive Intelligence (PQ) programme combines a daily digital mental fitness app with weekly group coaching to help individuals build self-mastery and reach their potential. It teaches practical tools to identify and manage negative thought patterns, develop a more positive resilient mindset, and ready to use in-the-moment tools.



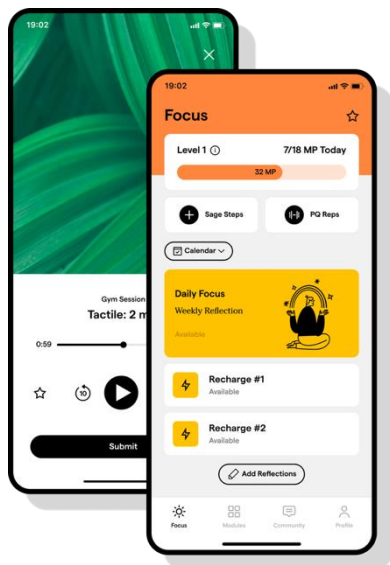
Who is it for

This 8-week programme is designed for individuals or small teams (up to 6 people) who want to:

- Develop personal awareness and resilience
- Improve wellbeing and manage stress
- Build stronger working relationships
- Enhance effectiveness and performance at work

This deep-dive programme helps participants uncover limiting thought patterns and develop new positive practices. Progress is measurable through daily app practice, weekly coaching, and support from a wider PQ community.

The Benefits of the Positive Intelligence PQ programme



This unique digital programme supported by one of our Certified PQ Mental Fitness Coaches has helped thousands of people across the world to reduce their stress, improve their performance and increase their happiness.

Benefits of the Positive Intelligence PQ Programme, it:

- Reduces stress and improves emotional wellbeing.
- Builds confidence, resilience, and motivation.
- Strengthens teamwork, collaboration, and workplace relationships.
- Equips individuals to support the mental health of colleagues.
- Measurable results: 91% of participants report better stress management, 83% improved confidence, 92% improved collaboration, and 82% improved relationships.
- Delivered in small “PQ Pods” of up to 6 people, or individually for personalised coaching.

Find out how Positive Intelligence can strengthen resilience and performance in your team. Contact us to discuss setting up your PQ Pod or one to one support.

BUILDING YOUR PERSONAL AND WORK RESILIENCE – IN PERSON

Empower your team to thrive under pressure, improve wellbeing, and build a supportive workplace culture

Our ability to cope with challenges at work and home depends on resilience. Ongoing stress and pressure can reduce our capacity to 'bounce back', affecting both wellbeing and performance.

This programme explores the two sides of resilience and wellbeing – focusing on the individual in **Personal Resilience** and the workplace in **Work Resilience**. Helping to raise awareness of the interrelatedness of both.

Our In-Person Resilience Programme

This three-day programme helps teams develop personal and workplace resilience. Through practical exercises and reflection, participants learn to adapt to today's changing work pressures and enhance overall wellbeing

Day 1 – Personal Resilience

- **Influence and Power** – understand how your actions affect outcomes.
- **Purpose and Passion** – connect with what drives you for greater motivation.

Day 2 – Personal and Work Resilience

- **ABCs of Resilience** – practical strategies to manage stress and pressure.
- **Safety, Belonging, and Dignity** – create a supportive and inclusive environment.

Day 3 – Work Resilience

- **Resilience and Change** – navigate organisational changes confidently.
- **Joyous Resilience** – foster positivity and engagement in the workplace



Transform resilience and wellbeing in your organisation and contact us to discuss how we can tailor this programme for your team.

Who is it for?

This programme is ideal for organisations that want to build a healthier, happier workplace, where wellbeing is embedded in daily operations. Suitable for teams, cross-department groups, or smaller businesses exploring resilience together.

The Benefits of Building your Personal and Work Resilience programme

When 1 in 3 adults experience extreme pressure or stress, training them with simple resilience tools and techniques for their personal and work life, helps them to take back control and focus on a happier and healthier future. Exploring the impact and the solutions to wellbeing collectively helps to take away the stigma of not coping, and to encourage an environment of support around all aspects of wellbeing and inclusion.

BUILDING YOUR PERSONAL AND WORK RESILIENCE – ONLINE

Flexible, self-paced training to strengthen wellbeing, adaptability, and performance

For busy teams, online training offers a practical solution for continuous personal and professional development, without the need for travel or disruption to busy schedules. Our self-paced online programmes can be completed individually or as a group, with 12 months' access for learning anytime, anywhere.

Our eLearning Programmes

The online Resilience series are designed to build on from each of the sessions, introducing new material, thinking and models, all following the six-part **Building your Personal and Work Resilience** model.



Resilience Part 1

Under Personal Resilience Part 1 you'll be introduced to:

- Your neural pathways and how your brain works, as well as the Saboteur Assessment, how to create 'ta dahs' and not 'to-dos' and mindful moments to incorporate them into your day.

Under Work Resilience Part 1 you'll be introduced to:

- The ABCD model and concepts around trust, Growth Mindsets and the power of yes and no, as well as the importance of optimism and altruism.



Resilience Part 2

Under Personal Resilience Part 2 you'll be introduced to:

- Looking at the power of positive thinking and the importance of different perspectives, exploring your peak experiences and reminding yourself what you are passionate about, your self-care plan.

Under Work Resilience Part 2 you'll be introduced to:

- Understanding how to create an engagement and inclusive culture, the obstacles to change and how to manage change within your team, and your daily DOSE for motivation and the happiness indicators at work.



Resilience Part 3

Under Personal Resilience Part 3 you'll be introduced to:

- Looking at what's inside your Stress Bucket, and what is in and out of your control, exploring your Ikigai, visualisation, and be introduced to your Physical Intelligence, and the power of Nature.

Under Work Resilience Part 3 you'll be introduced to:

- Understanding Psychological Safety at work and the culture of feedback, exploring the Five Reactions to Change, learn about the Appreciative Inquiry model and the power of Turning it around.

The Benefits of Building your Personal and Work Resilience programme

Building better resilience is something we can all learn to do. Our online programmes give added flexibility, especially for the under 25s who typically are three times more likely to be off work with deteriorating mental health issues. Who wouldn't want to encourage individuals and teams to improve their resilience by taking control of what they study and when with these eLearning programmes.

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

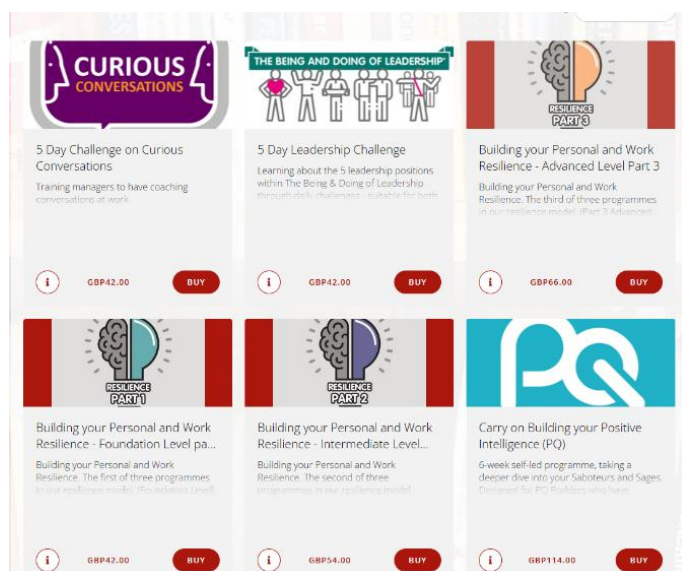
Self-led learning, anytime, anywhere

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.

