

Your biggest financial risk isn't the economy

It's leadership capability, behaviour and identity

Hundreds of thousands of pounds are lost from businesses like yours every quarter, not to economic headwinds, product gaps or the wrong tech stack, but to the behaviour of leaders. It shows up as disengagement, record absence and workforce churn, adding bottom-line cost and complexity to the job of every C-suite and People team. **Leadership behaviour isn't a soft metric sitting alongside business risk. It is the business risk, costing companies like yours millions over time.**

£257bn annual cost of disengagement to the UK economy, comparable to the entire NHS budget (Gallup)	9.4 days average sickness absence per employee in 2024, the highest since CIPD began tracking in 2010	82% of new UK managers take on the role with no formal leadership training (CMI)	213% of salary: the potential cost of replacing a departing senior leader
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THE REFRAME

There isn't a training gap, per se. There's a **confidence in capability gap**. Only 27% of workers rate their manager as highly effective, even after years in post. More courses and frameworks won't fix that, because the problem isn't just a lack of knowledge, it's a lack of self-awareness, emotional intelligence and courage. That's the work I do: whole-human executive and leadership development coaching that builds the competitive human edge from the inside out, not top down. I provide a solution for companies to **save hundreds of thousands, if not millions of pounds a year** by improving the quality and consistency of decision-making across their leadership community.

WHAT CHANGES

Confidence Leaders become more confident and consistent problem-solvers, no longer "accidental" in the role, but deliberate in how they think, choose and handle pressure.	Communication Leaders become sharper, more honest communicators who build real engagement across their teams and peers, and find the courage to speak up.	Authenticity & Purpose Leaders become unstoppably motivated: resilient, grounded, and finally leading with purpose as themselves.
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250+ professionals coached	1,500+ coaching sessions delivered	50+ partner organisations	8+ yrs experience coaching senior leaders
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Chris Pickering: Master's in coaching, coach trainer, and a former guest module leader on the MSc in Existential Coaching Skills at The NSPC, Middlesex University. Trusted by leadership teams at organisations including BBC, British Airways, Microsoft, Logitech, PepsiCo, Heineken, Ableton, DICE, Mixcloud, EDP and the World Economic Forum to do the work other coaches aren't bold enough to tackle.

Let's talk about what leadership behaviour is currently costing your business.

→ **Book a Call Now** ←
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