

IMPERIAL /

People Function



Building a Coaching Culture for an Extraordinary Employee Experience.

How Can Coaching Transform the Way You Lead, Manage, and Advance Learning?

Accreditation Programmes

- Leader as Coach
- Manager as Coach
- Academic as Coach



Robert Kerse
Chief Operating Officer,
Imperial

“The Leader as Coach programme is a key enabler to help us foster an inclusive leadership and management culture. This is one of the four objectives of the Great People pillar of our Enabling Roadmap. The skills taught by the programme are key to establishing an environment that supports and nurtures our people to recognise and achieve their potential.

The programme has been a great investment of my time for both personal and professional development. I would strongly encourage all Imperial’s leaders to make the time and space to join the programme.”

Peter Hawkins
Leadership Team Coaching:
Developing Collective
Transformational Leadership.

**Team
Coach**



**Team
Orchestrator**



**Team
Leader**



**Team
Manager**



At Imperial, we believe that great leadership begins with great conversations. Our Coaching Academy empowers leaders, managers, and academics to cultivate curiosity, connection, and growth — creating a culture where people feel valued, heard, and inspired to achieve their full potential.

01. Leader as Coach Programme

(maximum cohort size 12)

Programme Details:

- **3-day training** on core coaching and leadership skills for up to 12 participants
- **2 facilitators** to ensure a high level of engagement with each participant
- **1 x 1:1 90min coaching session** for each participant to experience coaching in action
- **Delivered In Person**
- **Indicative content** (leadership styles and leadership behaviours, supporting teams, creating inclusive environments, career coaching, feedback skills, transitions, navigating through change, coaching for performance and DEI)
- **Programme incorporates Imperial College values**
- **Day 4 for Leader as Coach EMCC accreditation**
- **Accreditation: EMCC (European Mentoring and Coaching Council) Foundation level Award EQA**

- **Programme Cost:** £1450
 - **Programme + Accreditation Cost =** £1900
 - **Workshop Dates:**
29 & 30 April, 12 May 2026,
09.30-4.30pm (Face to Face)
 - **Accreditation Date:**
2 June 2026, 09.30-4.30pm
(Face to Face)
- *Entire teams or departments can form a powerful cohort-unlock growth from within. Enquire for details.



John Whitmore
Pioneer of coaching
in the workplace

“Coaching is unlocking a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them.”

02. Manager as Coach Programme

(maximum cohort size 12)

Programme Details:

- **2-day training** on core coaching skills for up to 12 participants
- **2 facilitators** to ensure a high level of engagement with each participant
- **1 x 1:1 60min coaching session** for each participant to experience coaching in action
- **Delivered In Person and/or Online**
- **Indicative content**
(career coaching, feedback skills, transitions, navigating through change, coaching for performance)
- **Course materials incorporate Imperial values**
- **Day 3 for Manager as Coach Accreditation**
- **Accreditation: EMCC (European Mentoring and Coaching Council) Foundation level EQA**

- **Programme Cost:** £1250 per person
- **Programme + Accreditation Cost =** £1600
- **Workshop Dates:**
14 & 15 April 2026, 09.30-4.30pm
(Face to Face)
- **Accreditation Date:**
23 April 2026, 09.30-4.30pm
(Face to Face)

*Entire teams or departments can form a powerful cohort-unlock growth from within. Enquire for details.



Lizzie Eustace
Head of ICT & Property
Communication Division

“I benefited greatly from the coaching training and the skills you learn make you a better manager and colleague. The trainers were extremely knowledgeable and welcoming and it was great to interact with colleagues from around the university. Crafting out time to learn how to truly listen to others and apply the OSCAR coaching technique has been invaluable.”

03.

New

Academic as Coach Programme

(New programme - maximum cohort size 16)

Programme Details:

- **3 day training** on core coaching skills for up to 16 participants
- **2 facilitators** to ensure a high level of engagement with each participant
- **1 x 1:1 90min coaching session** for each participant to experience coaching in action
- **Delivered In Person and/or Online**
- **Indicative content** (Deep listening, courageous conversations, critical reflection skills, CPD Evidence re: fellowship applications, dialogue, feedback skills, small and group dynamics, neurodiversity, supervision and DEI)
- **Course materials incorporate Imperial values**
- **Day 4 for Academic as Coach Accreditation.**
- **Accreditation: EMCC** (European Mentoring and Coaching Council) Foundation level EQA

- **Programme Cost:** £1450 per person
- **Programme + Accreditation Cost =** £1900
- **Workshop Dates:**
28 Jan, 30 Jan, 03 Feb 2026, 09.30-4.30pm (Face to Face)
- **Accreditation Date:**
21 May 2026, 09.30-4.30pm (Face to Face)

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Professor Jane A. Mitchell
Professor of Cardiothoracic Pharmacology and Coach at Imperial College Coaching Academy

“As an academic we have the privilege of supervising and mentoring the next generation. Coaching is very different but is a hugely synergistic approach. The mindset of coaching is ‘ask not tell’, which sounds easy but requires training and the development of new skills. I would strongly recommend that any academic grabs the opportunity to acquire a formal coaching training not only in order to improve their interactions with staff and students but also as a highly impactful source of continued professional development.”

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Deadline for Registration: 12 December 2025.

Please find attached the registration form for taking part in any of the programmes.

For further information and questions, please email coaching@imperial.ac.uk. Further contact details:
Head of Leadership Development: Valarie Williams-Foy
Coaching Academy Operational Lead: Philippa Nightingale
Talent and Culture Coordinator: Alice Dickerson

Should you wish to have your whole team or department as a cohort, please feel free to reach out to discuss further.

If you're unsure which programme is the right fit for you, please don't hesitate to get in touch.

Already qualified in coaching. Take the next step in your professional journey! Express your interest in our advanced qualifications through the [registration form](#).

