

IMPERIAL /

People Function



Building a Coaching Culture for an Extraordinary Employee Experience.

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

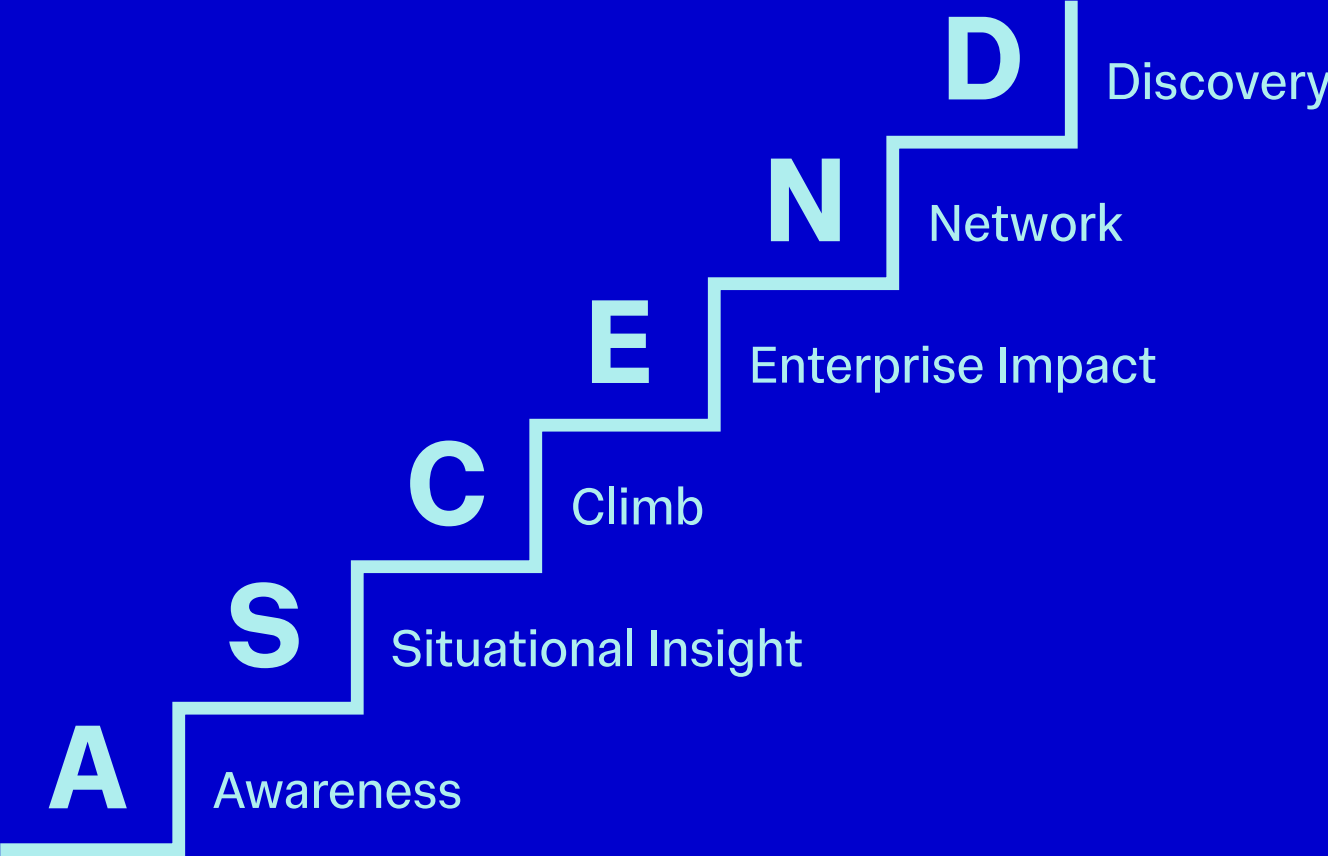
Accreditation Programmes

- Leader as Coach
- Manager as Coach



Leader and Manager as Coach Programme

The Leader and Manager as Coach Programme is built around the Leadership Academy’s ASCEND Leadership Model, developing leaders who coach with purpose and lead with impact. Participants progress through the ASCEND journey—building Awareness, developing Situational Insight, helping others Climb through challenge, fostering an Enterprise mindset, strengthening Networks, and embracing Discovery. Through coaching, systems thinking and reflective practice, leaders learn to unlock potential, empower others and create lasting organisational impact.



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.”

01. 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:** £1300 per person
- **Programme + Accreditation Cost =** £1650
- **Workshop Dates:**
4 & 10 February 2027, 09.30-4.30pm
(Face to Face)
- **Accreditation Date:**
11 Feb 2027, 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.”

02. 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:** £1500
 - **Programme + Accreditation Cost =** £1950
 - **Workshop Dates:**
2, 3 and 11 March 2027
09.30-16.30 (Face to Face)
 - **Accreditation Date:**
15 April 2027
09.30-16.30 (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.”

Deadline for Registration: 20 January 2027.

Please complete the [registration form](#) for taking part in either of the programmes.

For further information and questions, please email coaching@imperial.ac.uk. Further contact details:

Head of Leadership Development: Valarie Williams-Foy

Leadership Development Manager: Philippa Nightingale

Leadership Development 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](#).

