

LEAD OFFSCRIPT · PRIVATE LEADERSHIP COACHING

A business case for funding coaching

Lead OffScript is a three-month, one-to-one coaching partnership for experienced people whose work carries significant influence and responsibility. It is for people who are capable and committed, but whose role has grown in ways that make it harder to use their judgement well, lead effectively and decide where their effort should go.

KEY FACTS

FORMAT	Three months, one-to-one, online
STARTING POINT	A written reflection and a 30-minute conversation to set a personal 90-day focus
SESSIONS	Six 60-minute coaching sessions, usually fortnightly
BETWEEN SESSIONS	Light-touch messaging support, with relevant tools and exercises where they help
FEE	£2,497 plus VAT
ON COMPLETION	A Personal Redesign Plan for continuing the work afterwards
PROVIDER	Sarah Swaroop, Chartered Marketer and certified coach

Why this is relevant to your organisation

Experienced, conscientious people tend to attract more responsibility over time. They notice what needs doing and make sure it happens, so work collects around them, often without the remit, resources or authority that would make it sustainable. From the outside they appear to be managing well. In practice, much of their time can go on holding things together, reopening decisions and absorbing pressure that should be shared. That leaves less room for the judgement and leadership the organisation needs from them.

Coaching gives them space to look at how they are working and what needs to change. That includes their own habits, such as stepping in before being asked or avoiding a necessary conversation. It also includes the conditions they work within, such as a role that has grown without the resources to match. The aim is to get clearer about what is theirs to hold, what needs to be delegated or renegotiated, and where their influence is best used.

It is often relevant when someone is stepping into a new or bigger leadership role, taking on wider responsibilities or leading a team through sustained pressure. It is not therapy, training or consultancy on how your organisation operates.

What your colleague might work on

- 01 making decisions with confidence and holding them once made
 - 02 leading a team without carrying everybody's work and reactions
 - 03 delegating, prioritising and holding boundaries when work keeps arriving as urgent
 - 04 preparing for difficult conversations with colleagues, senior stakeholders or trustees
 - 05 settling into a new or expanded role and using their professional judgement within it
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The work follows The Unscripted Path®, Sarah's three-part method. It starts by noticing the expectations shaping how someone works (Unlearn), then rebuilds confidence in their own judgement (Reclaim), and then turns that into practical changes in their role (Redesign).

What you are likely to notice

You can expect decisions made with less second-guessing, more work delegated and clearer conversations about priorities, workload and what needs renegotiating. Some of those conversations may be with you, so it helps to know that in advance.

There is no predetermined outcome. Your colleague might take on more, reshape their current role or lead differently within it, and the coaching will not steer them towards or away from any of these. It works best when session times are protected and there is room to try a different approach on real work.

What you receive and what stays confidential

YOU RECEIVE

- An invoice
- Confirmation that the partnership has started and been completed
- A summary of the broad focus of the work, if your colleague chooses to share it

STAYS CONFIDENTIAL

- Everything discussed in sessions and messages
- Their written reflections
- Their 90-day focus and Personal Redesign Plan, unless they choose to share them

The organisation has no influence over what is discussed. Keeping coaching private means people can be honest about real situations at work, which is where the value comes from.

Cost

The fee is £2,497 plus VAT for the three-month partnership.

An invoice is issued when the start date is confirmed and is payable within 30 days. The programme is designed to take place fortnightly over 3 months. All sessions must be used within a maximum of 5 months.

Who runs it



Sarah Swaroop is a Chartered Marketer, Certified Holistic Coach and Licensed Firework Career Coach with nearly two decades of experience across marketing, communications, fundraising, strategy and leadership. She has led teams and functions inside purpose-led organisations and still works as a strategic consultant to charities. That means she understands the pressures people bring into coaching, such as stretched teams, competing demands from senior colleagues and new work arriving without anything coming off the list.



“Sarah’s coaching provided the headspace and guidance that I needed when navigating the transition into my new leadership role. Her tools and firm but friendly direction helped me cut through the overwhelm and see myself as a leader.”

LISA STEWART — DIRECTOR, WEALL SCOTLAND

Next steps

The first step is a 30-minute introductory call with your colleague to check that coaching is the right support for what they are dealing with.

If you would like to talk the partnership through before agreeing to fund it, please contact Sarah.

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