

Elevate Your Efficiency Blueprint

The Intentional Leadership Programme

From Overwhelmed and Exhausted to Leading Efficiently in 8 Weeks

This programme is designed for organisations looking to invest in their leaders in a way that creates lasting change: not an off-the-shelf listen-and-learn course, but frameworks that are implemented during the programme to create a long-lasting shift in how your leaders lead.

This proposal outlines how the Elevate Your Efficiency Blueprint can work for your organisation. It is an open programme: you nominate leaders from your team to join a small, purposefully constructed group of peers from other organisations for an 8-week programme.

Who This Is For

This programme has been designed for leaders who are great at what they do and valued by their organisation, but who are overwhelmed and struggling to transition into their role and work at the strategic level the role requires. They are talented, capable and committed. But somewhere along the way, the role has started to consume them.

You might be noticing some of the following:

- They are working long hours but not making the headway you would expect
- They are getting pulled into tactical, day-to-day problem solving rather than working at a strategic level
- Deadlines are being missed or work is being delivered under pressure
- They are the go-to person for their team to fix and resolve problems, with no space to lead
- They seem less confident than they used to be
- You are concerned about their wellbeing and whether this is sustainable
- You want to retain them in your organisation and give them the support they need to thrive

This is not a capability issue. This is a leader who has the ability but is operating with habits, behaviours and an identity that worked at an earlier level and are now working against them at this one. The result is a reactive pattern they cannot see their way out of.

The risks are real. Leaders operating in this state are at risk of burnout and sick leave. Presenteeism, where they are present but not delivering at the level they are capable of, quietly erodes performance. And talented people who are not given the right support do not stay. You are here because you want to give this person what they actually need.

The wider impact matters too. A leader operating reactively creates a reactive culture. Their team takes its lead from them. How they manage their time, their boundaries and their priorities sets the tone for everyone around them. Investing in your leaders is investing in the whole team.

This is a training and wellbeing investment and an opportunity to invest in their leadership development. The Elevate Your Efficiency Blueprint is the right fit because it goes beyond a one-day workshop or a listen-and-

learn course. It creates identity-level transformation, not surface-level fixes. And it does it in a format that combines structure, accountability and peer learning so that what is learnt is actually implemented. During the programme participants learn tools and skills that help them evolve as a leader that will serve them throughout their career.

Why This Programme Works

The Elevate Your Efficiency Blueprint is an 8-week group programme that creates the identity-level shift leaders need to move from reactive to intentional leadership. It focuses on who they need to become, not just what they need to do.

What makes this different from other leadership training is the format. Participants are not sitting in a room being talked at. They learn models, frameworks and strategies and then, with my support, implement them in their day-to-day leadership. The ongoing alumni support after the programme ensures the change sticks and momentum of development continues long after the programme has finished.

Participants join a small group of leaders from other organisations, creating a safe, non-judgemental space where they can be honest about what is happening for them. They quickly realise these challenges are not unique to them, and they learn as much from their peers as they do from the programme itself.

In 8 weeks, participants will transform how they lead, becoming more efficient, more effective, and developing a team around them that is confident, capable and self-sufficient:

- Reclaim 5+ hours per week (260+ hours per year) to focus on high-value priorities
- Go home on time and be fully present, not tied to their phone or mentally rehearsing tomorrow
- Take a full week off, stress-free and guilt-free, knowing their team can operate without them
- Shift from solving problems to developing problem-solvers, building team capability and a culture of self-sufficiency
- Lead with increased intention and strategic direction rather than being pulled into tactical, day-to-day firefighting
- Make confident decisions without decision fatigue, cutting meeting times by 30-50%
- Set and uphold strong boundaries that protect their time, energy and strategic focus

The alumni calls after the programme provide continued CPD support, accountability and connection with their cohort peers long after the 8 weeks have finished, all included in the programme cost.

What Your Organisation Gains

| Benefits to Your Organisation | Benefits to Your Leaders |
|----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| ✓ Reduced risk of absence, burnout and losing a capable leader | ✓ 5+ hours reclaimed per week for strategic priorities |
| ✓ Leaders working at a strategic level rather than pulled into tactical work | ✓ Confidence to authentically lead at a strategic level |
| ✓ Teams that are more self-sufficient and capable, reducing dependency on their leader | ✓ A capable, self-sufficient team that can operate without them being present |
| ✓ A shift from reactive to intentional leadership | ✓ Go home on time without logging back on in the |

| | |
|-----------------------------------------------------------------------------|----------------------------------------------------------------------------|
| culture across the organisation | evening |
| ✓ Improved delivery, fewer missed deadlines and more consistent performance | ✓ Take a full week off, stress-free and guilt-free |
| ✓ Higher retention of senior people who feel supported and invested in | ✓ Faster decisions without decision fatigue |
| ✓ Leaders modelling the habits and behaviours they want from their teams | ✓ Clear boundaries that protect time and energy without guilt |
| ✓ Stronger decision-making and reduced reactive crisis management | ✓ Ongoing CPD support through alumni calls, included in the programme cost |

What Makes This Programme Different

Most leadership development ends when the programme ends. That is where transformation dies. Here is what makes the Elevate Your Efficiency Blueprint different.

Implementation during the programme, not after it

Too often, leaders complete a training course and then return to the workplace and have to find ways to apply what they have learned. That gap is where good intentions stall. In this programme, implementation happens during the 8 weeks. The weekly group coaching calls are specifically designed to help participants work through how to apply what they are learning in their actual role, in real time, with support. They leave each week with specific actions, not just insights, and the accountability to check in the following week with their progress.

Removes old habits and old identity, not just adds new skills

This programme focuses on the person, not the problem. Rather than layering more frameworks on top of an identity that is already overwhelmed, it removes the old habits and outdated ways of operating that are holding leaders back. This is how leaders evolve: not by working harder or learning more, but by letting go of what no longer serves them at their current level.

Addresses root cause, not symptoms

Whilst most leadership development focuses on time management tactics and productivity hacks, this programme rewires the identity-level patterns that created the overwhelm in the first place. The change is sustainable because it works at the level where the problem actually lives. This is also why the tools and skills participants develop are skills for life, not fixes for now.

Continued support long after the programme finishes

The monthly alumni calls are included in the programme cost and provide ongoing CPD, accountability and connection with cohort peers for as long as participants want them. Most post-programme support costs extra or disappears entirely. This does not.

Created and led by someone who has lived it

I have 20 years of experience working in the police service, 17 of those years in leadership positions. I am also a former international strongwoman competitor, a single parent and a business owner for the past 8 years. This is not theory. It is real-world guidance from someone who has walked the same path and now models intentional leadership in her own business and life every day.

The 3-Phase Transformation

| Phase | Focus | By the end of this phase, participants will... |
|-----------------------------|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Phase 1 Weeks 1-3 | Refine & Structure Priorities | <ul style="list-style-type: none"> ✓ Have a personalised plan that supports high performance and wellbeing ✓ Feel clear, focused and in control of their time ✓ Know exactly what to prioritise and when, reclaiming 2-3 hours per week immediately |
| Phase 2 Weeks 4-6 | Optimise & Excel | <ul style="list-style-type: none"> ✓ Execute consistently with confident decision-making and clear boundaries ✓ Make faster decisions without decision fatigue, cutting meeting times by 30-50% ✓ Feel calm, focused and in control whilst sustaining meaningful progress |
| Phase 3 Weeks 7-8 | Structure & Integration | <ul style="list-style-type: none"> ✓ Have a strategic, structured system that supports high performance without burnout ✓ Co-create a personalised Alignment Blueprint as a living document for long-term use ✓ Feel confident that the transformation is permanent |

What Is Included

| Delivery Element | What This Includes |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8 Mini Masterclasses | Short, focused training sessions (30 minutes each) giving participants practical tools to take action quickly. Lifetime access so content can be revisited as roles evolve. |
| Live Group Coaching Calls | Weekly sessions (Wednesdays 12:00-13:00) to troubleshoot challenges, deepen implementation and maintain momentum. Calls are not recorded. Notes and individual actions are captured for each participant to support progress and accountability between sessions. |
| Group Onboarding Call | 60-minute session before week 1 to meet the cohort, set individual goals and agree each participant's strategy for the programme. |
| Group Offboarding Call | 60-minute session after week 8 to consolidate outcomes, share next steps and transition into alumni support. |
| Daily WhatsApp Support | Real-time accountability and clarity when participants need it most, eliminating the delay between question and action. |
| Bonus Workshops & Tools | Additional high-performance resources to reinforce the strategies and behaviours being built. |
| Alumni Group Calls | Free monthly calls post-programme for as long as participants want them. Included in the programme cost. Participants check in on progress, troubleshoot challenges, share wins, maintain accountability and stay connected with their cohort. This is ongoing CPD support, not a fixed add-on. |

Time Commitment for Participants

The programme is designed to fit into a busy schedule. The weekly commitment is no more than 2 hours:

- 30 minutes working through the week's mini masterclass
- 60 minutes attending the live group coaching call (Wednesdays 12:00-13:00)
- Implementing what they have learnt

The 2 hours invested each week returns 5+ hours per week. That is a 250% return on time, making this one of the most efficient investments your organisation can make in your leaders.

Please do not hesitate to get in touch if you have any questions about whether this programme is the right fit for your leader.

Results Commitment

If a participant has fully engaged with the programme (watched all masterclasses, attended at least 80% of sessions, implemented the strategies) and has not achieved their specific outcomes identified in the onboarding call, an action plan will be created to deliver those outcomes at no extra charge.

This is not a passive course. It is a results-driven experience for leaders who are ready to reclaim their time and increase their impact.

What Participants Say

"I took a full week off - stress-free, guilt-free - with everything planned and running smoothly. I returned in control, not panicking."

Participant M, Senior Leader

"I actually have free time during the day now. It feels weird after being so used to hectic, back-to-back schedules."

Participant F, Senior Leader

"I was in a cycle of back-to-back meetings, dealing with relentless crises and constantly reacting. I wanted to think more like a senior leader. Now I have time back, I'm in less meetings, and I'm more conscious and deliberate about my time. I've discussed what I'm doing with my team and I'm seeing how they've already started to adapt their approaches too."

Senior Leader

"I was constantly reactive and running on adrenaline - working late, starting early, but not making headway. The key takeaway: I wasn't prioritising what was important to me. I was spending too much time on other people's priorities. This programme allowed me to change that - working strategically instead of reactively."

Participant L

"Working with our leadership team for a year has been really beneficial and we have all grown as people, leaders and into our roles. Our MD has seen a marked difference in how we tackle issues, and how we pull together as a team in times of difficulty."

Organisational Client, Leadership Team Development

Investment

The programme runs twice per year with cohorts of 6-10 participants. This size is deliberate: small enough to ensure every participant receives individual attention and tailored coaching, large enough to create the peer dynamic that is one of the programme's greatest strengths.

| Option | Investment | Per Participant |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------|
| Pay in Full Full programme access for one nominated participant, invoiced to your organisation | £697 per person | £697 |
| Payment Plan Split across two payments: before the programme begins and at week 4 | 2 x £349 per person | £349 x 2 |
| Advance Booking: 2 Places Reserve 2 places across the two annual cohorts - one place per programme. Ideal for organisations wanting to nominate a leader each time the programme runs, without committing both to the same cohort | £1,255 | £627.50 each |

The advance booking option secures 2 places across the year's two cohorts at a saving of £139 on the full price. Invoices can be raised directly to your organisation.

Pay in Full Bonus: Each participant who pays in full receives a 60-minute individual coaching session to be used within 12 weeks of the programme starting.

About Zoe Thompson

I have over 20 years of senior leadership experience in the police service, 17 of those years in leadership positions. I am an Accredited Master Coach, Executive Coach and NLP Master Practitioner, and the creator of the PIIPS Framework for Aligned Success. I specialise in identity-led leadership transformation: focusing on who leaders need to become, not just what they need to do.

I am also a former international strongwoman competitor, a single parent and a business owner for the past 8 years. I bring real-world experience to everything I teach and I model intentional leadership in my own business and life every day.

- Accredited Master Coach, Association for Coaching

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- Accredited Executive Coach
 - NLP Master Practitioner
 - 20+ years senior leadership experience
 - 8+ years coaching high performers
 - 50+ leaders transformed through group and individual programmes
 - 100% participant ratings of 4-5 out of 5 across recent workshop delivery

"You evidence a highly conscientious approach to all aspects of your coaching, including keen attention to continually improving yourself professionally, and provide a structured and ethical experience for your clients."

Association for Coaching Accreditation Panel

Next Steps

If you would like to nominate a leader for the next cohort, or find out more about how the programme works, get in touch to arrange a conversation. There is no obligation and no sales process: just a straightforward discussion about whether this is the right fit for your leader and your organisation.

Nominating a leader for the next cohort

- Get in touch to discuss your leader's context and what they need from the programme
- Confirm their place and we will send an invoice directly to your organisation
- They will receive joining information and be booked onto the group onboarding call

Prefer an in-house delivery?

If you have a team of leaders who would benefit from this programme and would prefer to run it as an internal cohort within your organisation, that option is available. Get in touch to discuss what that would look like for your team.

Zoe Thompson

www.zoethompson.uk

Accredited Master Coach | Executive Coach | NLP Master Practitioner