bridge
Coaching & Mentoring

A stronger you. A stronger team. A brighter future.

Individual growth. Collective progress. Real impact.

"When people grow together, organisations go further."

People
Progress
Possibilities

The Cohort Journey

A blended programme that combines individual coaching and mentoring with shared learning and team connection.

Built on a 360° perspective, it helps people deepen their insight, apply their learning and strengthen relationships — creating lasting impact for individuals, teams and the wider organisation.

INSIGHT	INDIVIDUAL DEVELOPMENT		TEAM CONNECTION		INTEGRATION	
Where are we now?	Building capability		Learning together		Turning insight into action	
0	**1**	**2**	**3**	**4**	**5**	**6**
360° DIAGNOSTIC	**INDIVIDUAL SESSION 1**	**INDIVIDUAL SESSION 2**	**TEAM WORKSHOP 1**	**INDIVIDUAL SESSION 3**	**INDIVIDUAL SESSION 4**	**TEAM WORKSHOP 2**
A rounded view of strengths, opportunities and development areas across the cohort (or individual).	Set goals, explore insight from the 360° and agree development focus.	Build on progress, explore challenges and develop new perspectives.	Bring the cohort together to share insights, explore common themes and build peer connections.	Test ideas, work through real situations and build confidence in applying new behaviours.	Deepen learning, strengthen influence and prepare for sustained change.	Revisit progress, share learning, strengthen team alignment and create momentum for the future.
	BEFORE Review 360° insights and a short reflection exercise.	**BEFORE** Short check-in and reflection questions.	**PREPARE** Short pre-work to capture insights and key themes.	**BEFORE** Reflection and a short planning exercise.	**BEFORE** Short check-in and reflection questions.	**PREPARE** Reflect on your journey and key learnings.
	AFTER Apply learning, reflection and recommended reading.	**AFTER** Apply learning, reflection and recommended reading.	**FOLLOW UP** Team reflection and agreed actions.	**AFTER** Apply learning, reflection and recommended reading.	**AFTER** Apply learning, reflection and recommended reading.	**FOLLOW UP** Agree collective actions and next steps.

ONGOING SUPPORT

Access to your coach/mentor, resources and peer connections throughout the programme.

Why the cohort approach?

- ✓ Combines personal development with the power of shared learning
- ✓ Builds trusted peer networks
- ✓ Generates wider perspectives and new ideas
- ✓ Reinforces learning through real-world discussion
- ✓ Creates a unified and stronger leadership community

What participants receive

- ✓ 360° feedback and personalised insights
- ✓ Five individual coaching and mentoring sessions
- ✓ Two interactive team workshops
- ✓ Pre-session preparation and post-session follow up
- ✓ Recommended reading and practical tools
- ✓ Ongoing support between sessions

The result?

- ✓ Greater self-awareness and clarity
- ✓ Practical application in everyday leadership
- ✓ Stronger relationships and influence
- ✓ A more connected and collaborative team
- ✓ Sustained momentum and long-term impact

A brighter future, together

When individuals grow and teams connect, organisations become more resilient, more innovative and better able to navigate what's next.

Developing people.
Strengthening leaders.
Building what's next.