bridge
Coaching & Mentoring

Developing People. Strengthening Leaders. Building What's Next.

"A flexible, practical and person-centred approach that helps leaders think more clearly, navigate complexity and turn insight into action."

People
Progress
Possibilities

THE LEADERSHIP JOURNEY

A structured yet flexible five-stage journey, combining coaching, mentoring and reflection to create real, lasting progress.

1 DEFINING VISION

Clarify goals and aspirations

- Explore what success looks like
- Identify current opportunities and challenges
- Set a clear and meaningful focus for the journey

2 BUILDING AWARENESS

Gain deeper self-insight

- Understand strengths and development areas
- Use tools such as 360 feedback to inform the journey
- Explore how you are perecived and the impact you have

3 EXPLORING POSSIBILITIES

Consider different perspectives

- Challenge assumptions
- Gain new insight from an experienced partner
- Generate practical options for moving forward

4 TAKING ACTION

Turn insight into clear, practical steps

- Build confidence and momentum
- Apply learning in real situations
- Test ideas, reflect and refine
- Develop new behaviours and approaches

5 SUSTAINING GROWTH & MOVING FORWARD

Reflect on progress and impact

- Embed new behaviours
- Maintain momentum for the future
- Plan next steps and ongoing support
- Keep learning and growing

THREE PATHWAYS. ONE INTEGRATED APPROACH.

Flexible pathways designed to meet different needs – all built on the same proven Bridge approach.

INDIVIDUAL LEADERSHIP JOURNEY Focused, tailored 1:1 support.	Initial conversation	360 feedback (optional)	Coaching and mentoring sessions	Reflection and application	Ongoing support	A personalised journey to build insight, confidence and impact.
COHORT LEADERSHIP JOURNEY Shared learning, greater perspective.	Initial conversation	360 feedback (optional)	Facilitated group sessions	Individual and group reflection	Ongoing support	A collaborative journey that combines personal growth with the power of diverse perspectives.
PEER LEARNING DIMENSION A unique and valuable addition.	Shared experiences	Challenge and support	Different perspectives	Practical ideas and solutions	Stronger networks	Learning with and from others to accelerate insight, build confidence and reduce isolation.

WHAT DO YOU NEED FROM THE CONVERSATION TODAY?

- Sometimes you need the space to find your own answer.
- Sometimes you need to be challenged.
- Sometimes you need another perspective.
- And sometimes you need somebody experienced enough to say, "Here is what I would try next."

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The Bridge approach does not make the leader fit the methodology. We move between coaching and mentoring according to what will be most useful in that moment.

SUPPORTING TOOLS AND TOUCHPOINTS

360 Feedback
Provides a rounded view to inform and enrich the journey.

Reflection
Time and space to think, consolidate learning and deepen insight.

Reframing
Look at challenges from different angles to unlock new possibilities.

Ongoing Support
Continued access and guidance to sustain momentum.

WHAT IT ENABLES

- Greater self-awareness and clarity
- Confidence in decision-making
- Practical application in everyday leadership
- Stronger relationships and influence
- Sustainable growth and long-term impact

THE BRIDGE DIFFERENCE

- ✓ A flexible, practical and person-centred approach
- ✓ Combines coaching, mentoring and peer learning
- ✓ Tailored to individual and organisational needs
- ✓ Focused on real-world application and measurable impact
- ✓ Delivered by an experienced and trusted partner

"Development is not just what happens in the programme, it is what shows up in everyday leadership behaviour."