



ORGANISATIONAL DEVELOPMENT SUPPORT

Helping People & Organisations Thrive Together

Carver Coaching is a team of experienced organisational development and coaching professionals with a passion for leadership, culture, and change. We offer award-winning support in organisational development, leadership growth, and team effectiveness.

At our core are strong values—honesty, compassion, and deep listening. We lead with integrity, curiosity, and courage, embracing innovation and accountability. With an open approach and a commitment to quality, we work purposefully to support organisations, challenge injustice, and drive meaningful change.

Our tailored coaching, mediation, and team interventions help organisations navigate change, build resilient cultures, and create lasting impact through empowered people.

In 2024 we partnered with **28 teams**

We've tripled our team of Associate Coaches in just 12 months from **6 to 18**

140 Number of professional coaches we've supported with CPD in 2025 (to date)

91% growth achieved over the past four years (2021-2024)

3048 leaders have completed one of our development programmes since 2021

3053 people currently subscribe to our mailing list



Lisa Carver
Executive
Leadership Coach



Ollie Smedley
Executive
Leadership Coach



Jennifer Dootson
Executive Leadership
Coach



Ann-Marie Burbidge
Executive Leadership
Coach



Steve Foye
Leadership Coach



Anthony Carver
Coach & Global
Communication Skills Consultant



Bethan Douglas
Leadership Coach



Lynne Tapper
Neurodiversity
Coach



Hilda Barrett
Executive
Leadership Coach



Naheed Nazir
Executive
Leadership Coach



Katy Draper
Executive
Leadership Coach



Sarah Clein
Professional
Certified Coach



Rebecca Khanna
Associate Certified
Coach, PhD



Tracy Millett
Leadership & Career
Transition Coach



Andy Powell
Executive
Leadership Coach



Carmel Fell
Executive
Leadership Coach



Maria Richardson
Executive Leadership
Coach



Dr Karen Sankey
GP & Therapeutic
Coach

We work in true partnership with our clients — listening closely to your challenges and goals, offering practical, meaningful support that leads to achievable outcomes.

Our experienced coaches and organisational development experts guide teams and leaders through periods of change, helping to strengthen leadership capability, build high-performing and resilient cultures, and create lasting impact.

We're proud to have collaborated with several NHS organisations, as well as many of the UK's leading names in healthcare, industry, and local government.

Whether you're a large organisation or a small team, we offer tailored support to help you succeed.



We support organisational development through expert insight into human behaviour and systems, delivering tailored interventions for individuals and teams.

Our services help identify challenges, align leadership, strengthen team dynamics, and develop practical solutions together. We offer one-to-one coaching and group workshops focused on leadership, conflict resolution, values, performance, and resilience.

Ideal for organisations navigating change or seeking stronger collaboration, our structured process—from discovery to evaluation—drives lasting improvement

AREAS WE OFFER SUPPORT IN:

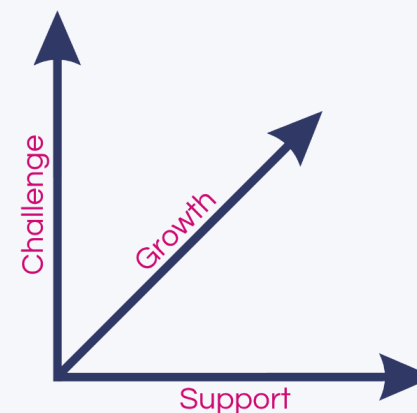


One-to-one executive coaching is a tailored and confidential program designed to help leaders strengthen their performance and navigate work-related challenges.

Typically delivered over six 90-minute sessions and spaced a month apart, it focuses on individual goals and leadership development.

The coaching encourages self-awareness, new habits, and practical action to boost both personal and team outcomes.

While each session is private, common themes across an organisation can be shared to support broader development.



Mediation provides a safe, structured way to resolve issues early and effectively.

Mediation is particularly effective when:

- working relationships have broken down or are under strain
- communication has become difficult or hostile
- there's been a disagreement about roles, responsibilities, or behaviour
- formal processes (e.g. grievance procedures) feel too heavy-handed or adversarial
- you want to protect relationships and retain staff.

Mediation is voluntary, confidential, and led by an impartial mediator. It focuses on understanding and moving forward—not assigning blame.

With a **success rate over 90%**, mediation is a fast, cost-effective way to resolve conflict and rebuild relationships—less disruptive than formal HR processes. It also fosters a culture of early, proactive problem-solving.

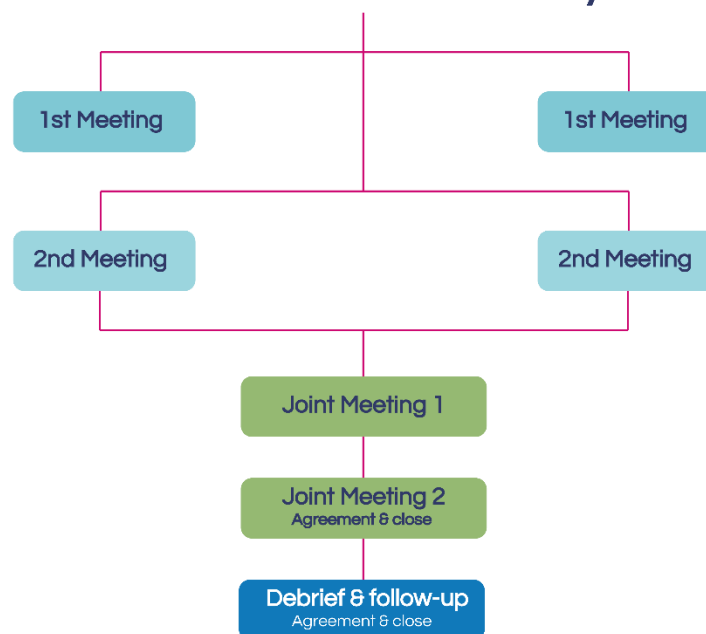
We follow the **FAIR Mediation Model** developed by TCM.

Referral

Preparation & securing a commitment to mediate

Individual confidential meeting(s) with the parties

The Mediation Day



Follow-up Support

Follow-up support at 1,3,6,9 & 12 months to check in & help sustain progress



We design and deliver tailored team interventions, ranging from a half-day session to a 12-month programme, shaped around your specific goals.

Whether you're navigating organisational change, forming new teams, or addressing conflict and underperformance, we create space for honest dialogue, deeper collaboration, and shared accountability.

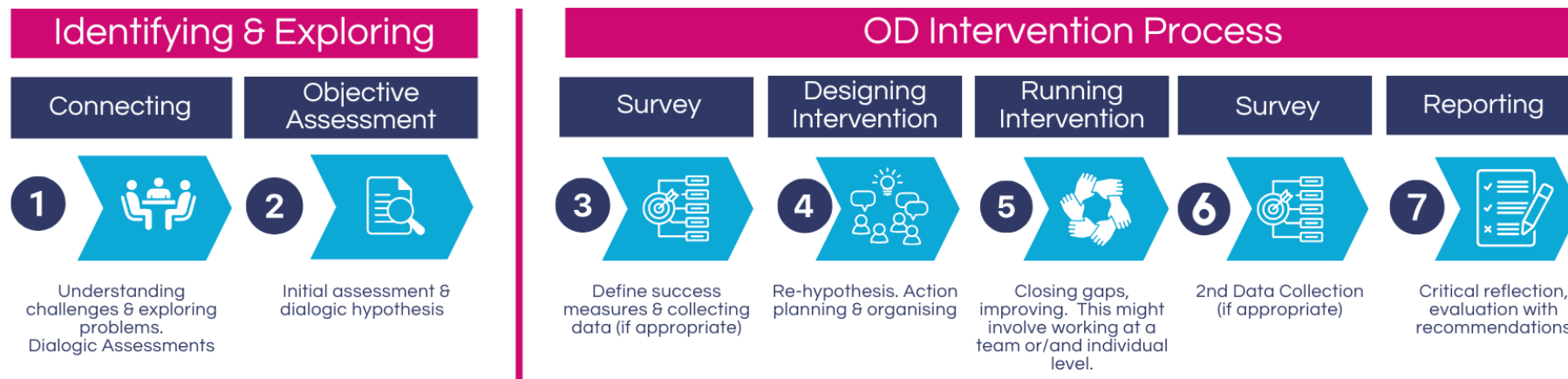
Delivered virtually or in person, sessions can focus on outcomes such as building trust, improving wellbeing, strengthening relationships, and aligning on purpose, roles, and goals.

We partner with HR and People teams to unlock team potential, even in high-pressure environments.

“ The leaders that have participated in the workshop have tools that they can immediately start to use within their teams, and they feel comfortable and prepared to do this, because of the way the session was structured and delivered. ”

Karen Uttley, Deputy Chief People Officer, Ashford and St. Peter's Hospital NHS Foundation Trust

The Team Intervention Process



From bite-sized two-hour workshops to immersive 5-day programmes, our learning experiences will be tailored to your organisation's needs.

We take a coaching-led approach, facilitating reflection, discussion, and self-discovery rather than delivering passive instruction.

Learners are encouraged to explore their own experiences, challenge assumptions, and generate insight that sticks.

Our facilitators guide with open ended questions, enabling participants to take ownership of their development, build confidence, and apply learning to real-world challenges.

Here are 16 of our most popular topic areas, each one can be adapted, scaled, or combined to create a bespoke programme.

1. Coaching Skills for Leaders

2. Compassionate & Inclusive Leadership

3. Courageous & Difficult Conversations

4. Appraisal, Supervision & Career Conversations

5. Emotional Intelligence & Self-Awareness

6. Conflict Navigation & Behavioural Dynamics

7. Wellbeing, Stress & Resilience

8. Motivation, Belonging & Retention

9. Psychological Safety & Trust Building

10. Team Coaching & Collective Leadership

11. Innovation & Change Leadership

12. Managing Up, Across & Politics

13. Strengths-Based Performance

14. Purpose, Values & Personal Power

15. New Manager Foundations

16. Communication Essentials & Transactional Analysis

We host a supportive professional development group in partnership with the ICF, meeting every two months.

Each session explores a relevant coaching theme or model and includes facilitated networking to support your growth.

Open to ICF members, other professionals, and new coaches, this group offers a chance to connect, share insights, and build meaningful relationships.

After each event, you will have the opportunity to apply for ICF CCEU points.

Recent topics include:

- Is Psychological Safety Enough in Coaching?
- An Unconference
- Finding Your Authentic Self & Sustaining Wellbeing
- Neurodiversity in Coaching
- Coaching for Resilience
- Lego: Creative Play with Purpose



"The Surrey Coaches Network is a vibrant hub of support, insight, and inspiration—a place where ideas spark and connections thrive."

Whether you're new to coaching or well-established, you'll find valuable development opportunities and like-minded peers.

Warm, engaging, and highly recommended."

Ross MacLennan, Wild Logic.

NORTH LONDON CASE STUDY

April 20 - Nov 20

CONFLICT • TRUST • COLLABORATION • COMMUNICATION • ACCOUNTABILITY • EQ & SKILLS DEVELOPMENT • PERSONAL/EMOTIONAL SAFETY

THE BRIEF

In this senior leadership team, executive members, not team dynamics, were the focus. Collaboration and communication, regarding senior business and team strategy, that is working as a team to achieve a vision, aligning in their work to deliver the project focus on achieving that, working collaboratively and creating effective teamwork to achieve leadership objectives across the team.

THE SOLUTION

Before we started working with the team, we conducted extensive research including a team survey (90% 30-40%), team design and team design and team design and team design. The research showed the team of 10-12 team members designed a team. The project structure with a collaborative environment of support and a focus on the supportive team, creating a team structure.

AT A GLANCE

Approach

- 12 team design and team design
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Time frame

- 12 weeks

THE OUTCOMES

1. Improved team working
2. Improved team working
3. Improved team working
4. Improved team working
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7. Improved team working
8. Improved team working
9. Improved team working
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12. Improved team working

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BIRMINGHAM CASE STUDY

Oct 20 - June 21

LEADERSHIP • TEAMWORK • PSYCHOLOGICAL SAFETY • COLLABORATION • ACCOUNTABILITY • GROWTH

THE BRIEF

The project focused on enhancing culture and interpersonal relationships within the team across all levels. The focus was on enhancing the team's ability to work together, to achieve a vision, aligning in their work to deliver the project focus on achieving that, working collaboratively and creating effective teamwork to achieve leadership objectives across the team.

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THE ALLIANCE CASE STUDY

Feb 20 - Aug 21

LEADERSHIP • ALIGNMENT • INTEGRATION • EMOTIONAL INTELLIGENCE • TEAMWORK

THE BRIEF

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MY LEADERSHIP WAY CASE STUDY

Jan 20 - present

LEADERSHIP • PERSONAL/EMOTIONAL SAFETY • TEAMWORK • COLLABORATION • ACCOUNTABILITY • GROWTH

THE BRIEF

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