



EXECUTIVE COACHING

From Doing to Leading: Navigating Complexity with Confidence

A 9-month executive coaching engagement during personal and organisational transition

COACHEE	ROLE	INDUSTRY	DURATION
Jamie	Head of Government Affairs	Healthcare	12 sessions · 9 months

CONTEXT

Jamie was navigating one of the most demanding chapters of her professional life. Her company had just been acquired by a global player, bringing significant ambiguity, new stakeholders and shifting priorities. Simultaneously, she was preparing for maternity leave while managing underperformance in her team and working in a matrix organisation with competing demands. She needed to move from execution mode to strategic leadership, fast.

COACHING FOCUS AND APPROACH

The coaching started by creating peace of mind, so maternity leave felt like an opportunity rather than a risk. A network map helped identify key stakeholders and develop an influence strategy. Together we designed a team roadmap: vision, objectives, then execution. Two alignment sessions with her manager at the start and end anchored expectations and allowed for structured debriefs. A 360 feedback process provided objective evidence of progress over the 9 months.

KEY OUTCOMES

- **Promoted to VP** with an expanded portfolio in the newly combined organisation.
- **Identified as top executive talent** and recognised as a female leadership role model across the business.
- **Maternity leave managed with confidence:** delegation, communication and team continuity planned well in advance.
- **Expanded role post-return:** contributed directly to developing team members' skills and capabilities.

COACHEE PERSPECTIVE

"Claire coached me through some of the most difficult transitions in my career. She is a fantastic coach with a strong sense of empathy and deep experience in the corporate world. Thanks to our sessions, I was able to take on an expanded role and help grow my skills and those of my team members."

— Jamie, Head of Government Affairs, Healthcare

RESULTS

Promoted to VP during the engagement

Identified as top female leadership talent · Expanded scope post-maternity leave