



CHANGE LEADERSHIP COACHING FOR MANAGERS AND TEAMS

EQUIPPING PEOPLE LEADERS TO
DRIVE CHANGE WITH CONFIDENCE
AND CLARITY

January 2026



CHANGE LEADERSHIP COACHING FOR MANAGERS AND TEAMS

ENABLING LEADERS TO
DRIVE CHANGE THROUGH
CONFIDENCE, CLARITY
AND COMMUNICATION

The Inform Team's leadership coaching equips managers and teams to lead change with clarity, impact and resilience.

We combine expert coaching, change management insight and structured support to develop confident, capable leaders who can communicate effectively, inspire action and embed sustainable change across their teams and organisation.

“

The team invest time in getting to know what's happening around the organisation, what's working, and where the challenges are.

Then they work their magic to really bring ideas to life and communicate key messages in a really engaging and impactful way.

”

HEAD OF DATA MANAGEMENT,
GOVERNANCE AND SKILLS DEVELOPMENT
MINISTRY OF DEFENCE



OUR APPROACH

We help leaders at all levels build the confidence, clarity and capability to lead change. Through a mix of coaching, facilitation and practical frameworks, we develop leadership behaviours that strengthen engagement, accelerate adoption and sustain change, especially during digital transformation and new ways of working.

BENEFITS



Builds leadership confidence in times of change.



Enables teams to lead change from within.



Improves communication and stakeholder engagement.



Strengthens culture and psychological safety.



Accelerates user adoption through visible leadership.



Develops lasting behaviours, not one-off actions.

FEATURES

- ✓ One-to-one and group-based coaching for change leaders.
- ✓ Practical frameworks to guide change conversations.
- ✓ Tailored programmes for managers, sponsors and teams.
- ✓ Experienced coaches with real-world change expertise.
- ✓ Focus on digital transformation and hybrid working.
- ✓ Flexible delivery: in person, virtual, or blended.
- ✓ Aligned to Prosci ADKAR and leadership best practice.



WHY CHANGE MATTERS

CHANGE IS THE ONLY CONSTANT

If done right, it encourages innovation, drives efficiencies, develops new skills, and improves morale.

Messaging is the key to success, so we help you craft the right words to say.

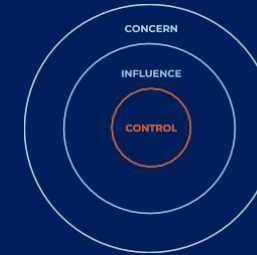
OUR 4 E'S METHODOLOGY

- **Establish:** build the foundations to make things happen
- **Excite:** drive awareness and enthusiasm
- **Equip:** Upskill your people
- **Embed:** Change that sticks





FOCUS ON WHAT YOU CAN CONTROL



Circle of Concern

Examples focusing outside your control

- What "they" think
- Their expectations
- Their behaviour
- Their attitude
- Their opinion
- Disasters
- The news
- Your past
- The economy
- The weather
- Gossip
- Others' behaviour
- Bad drivers
- Stereotypes



Circle of Control

Examples focusing within your control

- Your words
- Your thoughts
- Your actions
- Your attitude
- Your reactions
- Where you live
- Where you work
- How you behave
- What you buy
- What you eat
- Your time
- What you believe
- What you want
- How you feel



Control

Matters that you can directly control and change

Influence

Matters that you cannot directly control, but can somewhat influence

Concern

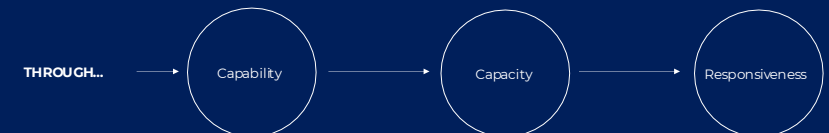
Matters outside of your control or influence

WHAT IS CHANGE MANAGEMENT?

At the work level, it's a **structured approach** to managing the **people side of change** to achieve a desired **outcome**.



At the organisation level, it's about **creating the right conditions to drive change**



SUCCESS STORIES

“

The Inform Team were pivotal in cultivating a mindset of change within ORR which was key to successfully implementing organisational transformation.

In the realm of business change when implementing Teams and SharePoint, it is prudent to remember that change is not a disruption, but an opportunity to unlock untapped potential and elevate our collective brilliance.

”

PROJECT LEAD
OFFICE OF RAIL AND ROAD



SUCCESS STORIES

“

We're now an organisation that has got people with the level of skill to complement their passion for working in new ways. And who are supporting that change within their services.

”

DIRECTOR OF PEOPLE AND INCLUSION
BURY COUNCIL



[Read online: NHS Derby and Derbyshire ICB case study](#)

NHS DERBY AND DERBYSHIRE ICB

- ✓ Delivered a technology landscape report across 300+ care homes
- ✓ Completed a training needs analysis across the ICB
- ✓ Established M365 skill levels and attitudes towards training within the ICB
- ✓ Developed digital skills strategy with recommendations for priority skills and training approach
- ✓ Rolled out a digital champions programme and targeted M365 training

BURY COUNCIL

- ✓ Delivered 18 month digital champions programme
- ✓ Trained over 950 employees in Microsoft 365, soft skills and new ways of working
- ✓ Conducted digital maturity assessments to benchmark skills and measure progress
- ✓ Digital skills increased by 71%
- ✓ Training sessions rated on average 9.3 out of 10 by participants



[Read online: Bury Council case study](#)

MIX AND MATCH OUR SERVICES TO **SUIT** **YOUR PROJECT GOALS**

- Change readiness assessment
- Discovery and scoping workshops
- Microsoft 365 usage analytics and maturity reviews
- Digital strategy and business case support
- Change management consultancy
- Behavioural change and culture shift
- Hybrid and remote working enablement
- Change leadership coaching and support
- Champions network setup and enablement
- Microsoft 365 and Copilot adoption
- Communications and engagement for change

