

Executive Coaching

High performing organisations are shaped by strong leadership. Executive Coaching partners with senior leaders to strengthen decision making, leadership presence and communication, driving measurable impact across people, systems and strategy.

Key Details

DURATION: Fortnightly sessions (90min) delivered across a quarterly or biannual cycle depending on development goals.

DELIVERY:
Online, In-Person or Hybrid

INCLUSIONS:

- Discovery Session
- Individual diagnostic analysis with DiSC and 360 profiling
- Fortnightly Coaching Sessions
- Ongoing access to a dedicated coaching portal where you and your coach track personalised goals, action items, and ongoing accountability

Overview

Executive Coaching is designed for leaders seeking the following outcomes:



PERFORMANCE UPLIFT

For executives responsible for delivering commercial results who want sharper execution, clearer decision making and improved impact across their function.



CAREER AND CAPABILITY GROWTH

For leaders preparing for their next step whether that means stepping into greater responsibility, board participation or external influence roles.



LEADERSHIP DEVELOPMENT For

individuals wanting to develop behavioural awareness, emotional intelligence, stakeholder effectiveness and people leadership capability.

Our Process



Executive Coaching supports leaders to sharpen judgement, strengthen leadership presence and navigate complexity with confidence.

It combines structured reflection with practical application to drive measurable impact for both the leader and the organisation.



PHASE 1

Goal Alignment

We begin by understanding the goals of both the organisation and the leader, including performance expectations, development aspirations and success measures.



PHASE 2

Program Design

We design a personalised Executive Coaching Program that targets the capability growth required, supported by diagnostic insight and a clear review rhythm.



PHASE 3

Coaching & Progression

We deliver coaching through regular sessions supported by quarterly and annual progress reviews ensuring development is visible, measurable and sustained over time.

Ready to take the next step?

Let's talk about how our Executive Coaching can support your organisation and its people. Contact us to arrange an initial conversation and explore the right approach for your context:

02 9197 8699 | info@epiphanytraining.com.au



Group Coaching



Group Coaching brings leaders together to think, plan and grow as a collective, while also developing capability and confidence at an individual level.

It provides a space to plan, think, collaborate and challenge while also strengthening team cohesion accountability and operational effectiveness. Leaders work together on the business while also receiving one-to-one coaching to support growth in real time.

Key Details

DURATION: Monthly (3hr) group coaching sessions plus monthly (60min) individual coaching sessions delivered across a six month cycle.

DELIVERY:
Online, In-Person or Hybrid

INCLUSIONS:

- Discovery Session
- Individual diagnostic analysis with DiSC profiling
- Monthly Group Coaching Sessions
- Ongoing access to a dedicated coaching portal where you and your coach track personalised goals, action items, and ongoing accountability

Overview

Group Coaching is designed for leadership teams seeking the following outcomes:

STRATEGIC ALIGNMENT AND COLLECTIVE FOCUS

For teams who need clarity on organisational priorities and alignment across functions or divisions. Ideal where decision making feels fragmented, progress is slow or leaders need to operate as a unified group.

TEAM COHESION AND COLLABORATION

For teams wanting stronger communication, trust and shared accountability. Suitable when silos exist, relationships are strained or performance would improve through better connection and cooperation.

INDIVIDUAL CAPABILITY GROWTH

For leaders who would benefit from personalised coaching alongside group development. Best suited to teams where the collective needs to move together, but individual support will accelerate capability, confidence and execution.

Our Process

1. GOAL AND CONTEXT ALIGNMENT

We begin by working with the client and all participants to understand organisational goals, individual responsibilities and the opportunities or barriers influencing performance.

2. PROGRAM DESIGN

We develop a Group Coaching Program with defined objectives, collective outcomes and capability focus areas for the team and each leader within it.

3. DIAGNOSTIC INSIGHT

We use diagnostic tools to understand the business context, leadership dynamics and individual development areas where needed to inform coaching direction.

4. COACHING AND REVIEW CADENCE

We deliver the program through ongoing group sessions supported by individual coaching, with quarterly and annual reviews to measure progress against objectives and targets.

Program Structure Example

A typical delivery model for a Senior Leadership Team or Executive Team may look like:

AT SIX MONTHS, LEADERS THINK DIFFERENTLY.

Conversations shift, clarity sharpens, accountability increases and momentum builds. The team moves as one. Decisions are faster. Progress is measurable. The business runs with less friction because expectations are clear and leadership is consistent.



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Small Business Coaching

Small Business Coaching supports owners and founders to build capability, stabilise performance and grow with clarity during the early years of business. Many small businesses are built by technically skilled people who excel at what they do but have never been taught how to run a business. This program provides practical tools, structure and advisory support so owners can work on the business rather than being consumed by it. The goal is to reduce pressure, increase profitability and support long term sustainability.

Key Details

DURATION: Monthly individual coaching delivered across a twelve-month cycle.

DELIVERY: Online, In-Person or Hybrid

INCLUSIONS:

- One individual strategy session
- Individual diagnostic analysis with DiSC profiling
- Three group workshops
- Eight one-on-one coaching sessions
- Ongoing access to a dedicated coaching portal where you and your coach track personalised goals, action items, and ongoing accountability

Overview

Small Business Coaching partners a business owner with an advisor who focuses on strengthening the business itself and the capability of the people leading it. The program centres around:

BUSINESS NEEDS AND MOMENTUM

Early stage businesses often come to us with an urgent pain point or capacity strain. We help stabilise immediate challenges, restore control and create space to make better decisions.

BUSINESS FUNCTION UPSKILLING

Many founders know their craft but feel uncertain in finance, HR, marketing, sales or operational structure. We build commercial capability and teach leaders how business functions work and how to use them.

PERSONAL LEADERSHIP AND CAPACITY

We help business owners develop leadership behaviours that support growth including delegation, communication, planning, people decisions and personal bandwidth. The aim is confidence, not survival.

Our Process

1. INDIVIDUAL STRATEGY SESSION

We start with a one-on-one strategy session to understand your current position, clarify what you want your business to look like, and identify the key pressure points holding you back.

2. GROUP WORKSHOPS

Throughout the year you will complete three group workshops with other small business owners.

3. ONE-ON-ONE COACHING

You'll receive eight individual (60min) coaching sessions to turn the strategy into action. We support you to stay accountable, solve challenges as they arise, and build the habits, systems and decision-making that drive sustainable growth.

4. ACTION PLAN AND PROGRESS TRACKING

Across the program, you have ongoing access to our dedicated coaching portal. We map the route to your goals with clear next steps and practical tools, checking progress regularly and adjusting priorities.

Program Structure Example

A typical twelve-month program for a small business owner may look like:



QUARTER 1

Strategy and Foundations

We begin with an individual strategy session to clarify your current position, define your desired future state, and agree on the priorities that will make the biggest impact. This quarter also includes a business diagnostic and DISC Insight to strengthen self awareness, communication, and leadership as the business grows.

Two one-on-one coaching sessions then translate the strategy into a clear action plan and build momentum early.

QUARTER 2

Sales and Marketing

This quarter focuses on strengthening how you attract, convert, and retain customers. The Sales and Marketing workshop helps you sharpen your message, clarify your offer, and improve lead generation and sales activity.

Two one-on-one coaching sessions support you to apply what matters most to your business, remove roadblocks, and stay accountable to consistent execution.

QUARTER 3

Human Resources

As your business expands, people decisions become more frequent and more important. The Human Resources workshop covers the foundations of hiring, role clarity, expectations, performance, and team structure so you can build a team with confidence.

Two one-on-one coaching sessions help you implement improvements, handle challenges as they arise, and lead with clarity.

QUARTER 4

Business Information Systems

This quarter is about creating visibility and control through better systems, tracking, and decision rhythms. The Business Information Systems workshop focuses on the tools and reporting that help you understand what is happening in the business and make informed decisions faster.

Two one-on-one coaching sessions support you to embed the right systems, review performance, and set the business up for the next stage of growth.

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Internal Coaching & Mentoring Programs

Internal Coaching and Mentoring Programs enable organisations to develop their own people, using their own leaders, expertise and culture. We work with you to design a framework that can be facilitated internally and scaled across teams, disciplines and experience levels. The result is a structured development pathway that builds capability, strengthens engagement and supports growth from within. This service is ideal for organisations wanting to deepen learning and development maturity, build internal talent pipelines, or create mentoring pathways for emerging leaders, graduates or high-potential staff.

Key Details

DURATION: Program development typically takes 8 to 16 weeks depending on scope and pathways required.

DELIVERY:
Online, In-Person or Hybrid

INCLUSIONS:

- Discovery Session
- Individual diagnostic analysis with DiSC profiling
- Stakeholder and Subject Matter Expert Consultation
- Program Document and Resource Development

Overview

Internal Coaching and Mentoring Programs partner your people with trained internal coaches or mentors who use your existing leadership, expertise and culture to strengthen capability across the organisation. We work with you to design a structured framework that can be facilitated internally and scaled across teams, disciplines and experience levels. The program centres around:

CAPABILITY AND PERFORMANCE DEVELOPMENT

We build the skills, behaviours and role confidence people need to perform well in their current role and grow into what comes next with practical development.

LEADERSHIP PIPELINE AND CAREER PATHWAYS

We create consistent pathways for graduates, emerging leaders and high potential staff, helping them build direction, confidence and readiness for increased responsibility.

Our Process

1. MODEL AND FRAMEWORK DESIGN

We work with the organisation to shape the foundations of the Coaching or Mentoring Program including purpose, structure and development pathways.

2. PROGRAM PATHWAY DEVELOPMENT

We design Coaching and Mentoring pathways tailored to relevant disciplines, roles or growth stages such as graduates, early leaders or technical specialists.

3. TOOLS, GUIDES AND RESOURCE CREATION

We develop all supporting materials for Coaches, Mentors and participants including guides, activities, templates and program documents.

4. TRAINING AND IMPLEMENTATION

SUPPORT We train internal facilitators on program delivery so they can confidently lead sessions and support participant growth.

Program Structure Example

This is an example program we developed for graduates and trainees new to the organisation and workforce:



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