

Leading Beyond...



Leading Beyond Ltd

Solutions and Pricing Guide

This guide sets out everything Leading Beyond offers; solutions spanning process improvement, digital adoption, leadership coaching, team effectiveness, governance clarity, and facilitated team development.

Every solution is available at three tiers (Essential, Standard, and Premium) so you can choose the level of support that fits your situation, your team, and your budget. All prices are fixed and shown in full. No VAT is charged. No hidden costs.

If you're not sure which tier is right, a free call with Becky is the quickest way to find out.

How the tiers work

Essential: Core outputs and entry-level investment.

Standard: Full programme and recommended for most engagements.

Premium: Whole-system intervention. Team-wide coaching, diagnostics, and follow-up support.

Travel policy

In-person delivery is the default for all sessions. Travel within one hour of Sheffield is included for most programme prices (excluding 1:1 Executive Coaching where it is travel within 30 minutes). For engagements beyond one hour's travel, a supplement will be agreed and quoted in advance.

WORK WITH US

Not sure where to start?

Every engagement begins with a conversation. We will listen to what is happening in your organisation, ask the right questions, and recommend the solution and the tier that makes most sense for your situation.

There is no obligation and no hard sell. If what you need is not on this list, we will tell you honestly rather than shape it to fit.

Get in touch

Website: [leadingbeyond.co.uk](https://www.leadingbeyond.co.uk)

We aim to respond to all enquiries within two working days.

Pricing Structure

Alongside these, we also offer flexible options for smaller businesses, whether you need a short, focused intervention, support with a specific challenge, or a tailored approach. If you'd like to explore what would work best for you, get in touch for more information at hello@leadingbeyond.co.uk

Click on the link on the Solution heading to find out more:

Solution	Essential	Standard	Premium
Process Improvement & Flow	£5,500	£8,000	£13,500
Process Flow & Digital Adoption	£6,500	£10,000	£17,500
Getting Back on Track	£7,000	£11,000	£17,000
Clearer Decisions, Faster Action	£8,500	£14,000	£21,000
Team Coaching	From £9,000		
Executive Coaching for Individuals (Sponsored & Private Clients)	£350 single session (90 min)	£2,100 6-session programme	£3,200 6-session programme
Executive Coaching for Individuals (Sponsored & Private Clients)	£150 single session (90 min)	£425 3-session programme	£875 6-session programme
Team Reset & Development	Add-on to another Leading Beyond programme £2,750	Standalone £3,750	

Process Improvement & Flow

Making work easier to do well.

We partner with your team to improve how work happens day to day, particularly where processes feel slow, manual or overly complex. The process is co-designed with the people who do the work, so improvements fit real conditions rather than idealised process maps and can be implemented and sustained.

This usually follows Lean Six Sigma methodology with a trained Green Belt. It includes end-to-end process mapping, identifying duplication and waste, redesigning processes with the people who do the work, creating practical SOPs that stick and supporting implementation and embedding.

WHAT CLIENTS TELL US CHANGES

- Fewer steps and handovers in key processes.
- Reduced rework, chasing and manual effort.
- Clearer ownership and flow across teams.
- Processes which support delivery rather than slowing it down.
- Practical SOPs that teams actually use, not just written.

Ideal for: Teams where processes involve multiple handovers, checks or workarounds; people are chasing information; systems aren't supporting flow; or improvements haven't stuck.

DELIVERY AND LOGISTICS

Duration: Short series (up to 6 weeks) or Medium programme (6-12 weeks)

Format: In person, online, or hybrid

Min participants: 3

Max participants: 10

Recommended: 4-7

Second facilitator required for 11 or more participants.

Location and travel

In-person is the default for all sessions. Remote and hybrid delivery is available on request.

Travel within one hour of Sheffield for the workshops, and 30 minutes for coaching sessions is included in the programme price. For engagements beyond one hour's travel, a supplement will be quoted in advance.

PACKAGES AND PRICING (All prices shown are the total cost. No VAT is charged)

Essential £5,500 package price	Standard £8,000 package price	Premium £13,500 package price
• 2 x full day workshops	• 4 x full day workshops	• Everything in Standard
• A concise Improvement Charter outlining progress, findings, scope and risks (updated after each workshop)	• A concise Improvement Charter outlining progress, findings, scope and risks (updated after each workshop)	• 1:1 coaching for up to five key team members (5 x 90-minute sessions each) in alignment with the scope of the project
• Action and Risk Log	• Visio process map (current and revised process)	• 2-hour Implementation support session to embed changes and address early adoption challenges
• Findings Summary Report	• Detailed Report with recommendations	
	• 1:1 Coaching for Leader (5 x 90-minute sessions) in alignment with the scope of the project	
	• SOP in format of choice (up to 10 pages)	
	• Action and Risk Log	

Process Flow & Digital Adoption

Turning digital investment into real operational benefit.

Through a focused improvement programme, we work with your team to examine where systems are live but day-to-day work hasn't become any easier as a result, and where digital opportunities could support your team or business to work smarter, not harder. This is not digital transformation or IT consultancy; it is about turning existing digital investment (including Office 365 tools such as Power Automate) into genuine operational value and building process ownership for sustainability.

We don't create new systems for you; we help you get more from the systems you already own, improve workflow, and identify practical AI and automation opportunities (e.g. drafting, summarising or categorising routine communications). We support you to build small, responsible AI functionality into day-to-day work, so it creates ongoing capacity to release your team for other important tasks.

WHAT CLIENTS TELL US CHANGES

- Day-to-day work that is easier, which includes automations to free up time.
- Reduced duplication, manual work, and unofficial workarounds (including through automation where appropriate).
- More consistent use of systems across teams.
- Improved confidence that digital tools are supporting delivery, not getting in the way.

Ideal for: Organisations where spreadsheets or inboxes sit alongside live systems, workflows don't match system configuration, adoption is inconsistent, or digital change has increased workload rather than reduced it.

DELIVERY AND LOGISTICS

Duration: Medium programme (6-12 weeks) or Short series (up to 6 weeks)

Format: In person, online, or hybrid (1:1 and group)

Min participants: 3

Max participants: 10

Recommended: 4-7

Second facilitator required for 11 or more participants.

Location and travel

In-person is the default for all sessions. Remote and hybrid delivery is available on request.

Travel within one hour of Sheffield for the workshops, and 30 minutes for coaching sessions is included in the programme price. For engagements beyond one hour's travel, a supplement will be quoted in advance.

PACKAGES AND PRICING (All prices shown are the total cost. No VAT is charged)

A note on workflow automations and AI tools

Identifying opportunities for workflow automation and AI tools is part of this solution. Building them is not included in the package prices below.

As part of your programme, we will explore what is possible in your Microsoft environment (including Power Automate and Microsoft Copilot) and identify where automation or AI tools could create capacity. Where you want to go further, we offer two options, both quoted separately:

- **Bespoke build:** we build the automation or AI tool directly in your Microsoft environment, configured for your systems and ways of working.
- **Tested prompt library:** we provide a set of tested, ready-to-use AI prompts relevant to your work, which you can deploy immediately without a bespoke build.

Where time allows, we can also explore opportunities in your current systems more broadly. This would not include any changes to existing systems.

Essential £6,500 package price	Standard £10,000 package price	Premium £17,500 package price
• 2 x full day workshops	• 4 x full day workshops	• Everything in Standard
• Digital workflow audit	• Digital workflow audit	• 1:1 coaching for up to five key team members (5 x 90-minute sessions each) in alignment with the scope of the project
• Findings Summary Report	• A concise Improvement Charter outlining progress, findings,	• 2-hour Implementation support session to embed changes and

	scope and risks (updated after each workshop)	address early adoption challenges
<ul style="list-style-type: none"> • A concise Improvement Charter outlining progress, findings, scope and risks (updated after each workshop) 	<ul style="list-style-type: none"> • Visio process map (current and revised process) 	
<ul style="list-style-type: none"> • Action and Risk Log 	<ul style="list-style-type: none"> • Detailed Report with recommendations 	
	<ul style="list-style-type: none"> • 1:1 Coaching for Leader (5 x 90-minute sessions) in alignment with the scope of the project 	
	<ul style="list-style-type: none"> • SOP in format of choice (up to 10 pages) 	
	<ul style="list-style-type: none"> • Action and Risk Log 	

Getting Back on Track

Delivery is slipping and pressure is building. Let's get you back in control.

Getting Back on Track is for teams and leaders where performance is under pressure: targets being missed, issues escalating, or it's not clear where you should be focusing your efforts first.

We work fast, focusing on what matters most, and help you restore grip on your service without adding more complexity to an already stretched situation.

WHAT CLIENTS TELL US CHANGES

- Faster, clearer decisions, with less unnecessary escalation to senior leadership.
- Clearer priorities so the team stops trying to do everything at once.
- Fewer surprises; issues surfaced earlier and handled at the right level.
- Improved confidence among leaders and teams that delivery is back under control.
- A team which understands what it needs to hold, and what it can let go of.

Ideal for: HR leaders and teams feeling performance pressure; L&D or OD teams with delivery challenges; recruitment teams with capacity or delivery issues; and operational leaders managing escalating concerns. Particularly well suited where things need to improve quickly and a full redesign would take too long or create too much disruption, and where external support is needed without the situation feeling punitive.

DELIVERY AND LOGISTICS

Duration: Short series (up to 6 weeks) or Medium programme (6-12 weeks)

Format: In person, online, or hybrid (group)

Min participants: 3

Max participants: 10

Recommended: 5-8

Second facilitator required for 11 or more participants.

Location and travel

In-person is the default for all sessions. Remote and hybrid delivery is available on request.

Travel within one hour of Sheffield for the workshops, and 30 minutes for coaching sessions is included in the programme price. For engagements beyond one hour's travel, a supplement will be quoted in advance.

PACKAGES AND PRICING (All prices shown are the total cost. No VAT is charged)

Essential £7,000 package price	Standard £11,000 package price	Premium £17,000 package price
• 2 x full day workshops	• 4 x full day workshops	• Everything in Standard
• Findings Summary Report	• A concise Improvement Charter outlining progress, findings, scope and risks (updated after each workshop)	• 1:1 coaching for up to five key team members (5 x 90-minute sessions each) in alignment with the scope of the project
• A concise Improvement Charter outlining progress, findings, scope and risks (updated after each workshop)	• Diagnostic report (to understand what is driving the pressure and where the biggest opportunities are)	• 2-hour Implementation support session to embed changes and address early adoption challenges
• Action and Risk Log	• 3 x short-cycle check-ins between workshops to maintain focus and catch emerging issues	
	• 1:1 Coaching for Leader (5 x 90-minute sessions) in alignment with the scope of the project	
	• Team Working Agreement	
	• Action and Risk Log	

Clearer Decisions, Faster Action

When no one's sure who decides what, everything slows down. Let's fix that.

Clearer Decisions, Faster Action is for teams and organisations where unclear accountability, slow decisions, or governance overhead is getting in the way of delivery.

We help you clarify how decisions are made, escalated and governed, so things move more easily, and the right people are dealing with the right things at the right level. This isn't a people problem. It's a structural and governance problem, and it's more fixable than it feels from the inside.

We start by understanding how decisions are actually being made day to day, not how they're supposed to be made. From there, we clarify decision rights, define escalation routes, rationalise governance structures and build an operating model that supports delivery rather than slowing it down.

WHAT CLIENTS TELL US CHANGES

- Clearer decision-making and escalation routes: less delay, less duplication, less frustration.
- Governance that supports delivery rather than adding to the workload.
- More focused, purposeful meetings; fewer of them, with better outcomes.
- People know who decides what, when to escalate, and how the system is meant to work.
- Strategic priorities back on the agenda, with the operational noise reduced.

Ideal for: HR leaders managing complex team structures; L&D and OD teams with unclear operating models; recruitment leaders scaling their operations; and senior leaders frustrated by slow or inconsistent decisions. Works particularly well during periods of growth, restructure, or sustained operational pressure, and when a senior leader wants an outside perspective and an honest, evidence-based foundation for decisions about structure, remit and resourcing.

DELIVERY AND LOGISTICS

Duration: Medium programme (6-12 weeks) or Long programme (3-6 months)

Format: In person or hybrid (preferred); online available (group and 1:1)

Min participants: 3

Max participants: 10

Recommended: 5-8

Second facilitator recommended for 11 or more participants.

Location and travel

In-person is the default for all sessions. Remote and hybrid delivery is available on request.

Travel within one hour of Sheffield for the workshops, and 30 minutes for coaching sessions is included in the programme price. For engagements beyond one hour's travel, a supplement will be quoted in advance.

PACKAGES AND PRICING (All prices shown are the total cost. No VAT is charged)

Essential £8,500 package price	Standard £14,000 package price	Premium £21,000 package price
• 2 x full day workshops	• 4 x full day workshops	• Everything in Standard
• Findings Summary Report	• A concise Improvement Charter outlining progress, findings, scope and risks (updated after each workshop)	• 1:1 coaching for up to five key team members (5 x 90-minute sessions each) in alignment with the scope of the project
• A concise Improvement Charter outlining progress, findings, scope and risks (updated after each workshop)	• Detailed Report with recommendations	• 2-hour Implementation support session to embed changes and address early adoption challenges
• Action and Risk Log	• Clarity on decision rights, escalation thresholds, and accountability at every level	

	<ul style="list-style-type: none">• Reviewed and simplified governance structure and meeting landscape	
	<ul style="list-style-type: none">• 1:1 Coaching for Leader (5 x 90-minute sessions) in alignment with the scope of the project	
	<ul style="list-style-type: none">• Team Working Agreement	
	<ul style="list-style-type: none">• Action Log and Risk Register	

PEOPLE

Team Coaching

Helping teams work better together to fulfil their potential.

We support groups or teams that want to develop their communication, trust, role clarity, and ways of working, including changes to working arrangements and patterns.

This typically includes team diagnostics and facilitated resets, clear roles and decision ownership, improving communication and meeting effectiveness, building confidence to challenge appropriately, and team coaching with follow-up support.

This is a coaching-based pathway, which explores what the team or groups needs most.

Team Coaching is a sustained programme of workshops and coaching sessions, typically delivered over two to six months. It is distinct from the Team Reset and Development session, which is a single facilitated intervention. If you are not sure which is right for your team, a conversation with Becky is the quickest way to find out.

WHAT CLIENTS TELL US CHANGES

- Clearer roles, responsibilities, and decision ownership within teams.
- More effective meetings, with fewer repeat conversations and unresolved issues.
- Improved trust and confidence to challenge, escalate, and support each other.
- Better communication across boundaries, reducing friction and misunderstanding.
- Teams that can resolve issues themselves, rather than pushing everything upwards.

Ideal for: HR, L&D and operational teams looking for a focused intervention to strengthen ways of working.

Prices from £9,000, scope agreed on enquiry.

Team Reset & Development

Sometimes a team just needs a moment to stop, reconnect and agree what comes next.

Team Reset & Development is a single, high-impact facilitated session (half day or full day) designed to give teams the protected space they rarely get; time to step back from the day-to-day, surface what's working and what isn't, and leave with clear, practical commitments they actually own.

It's not a generic away-day. It's a purposeful conversation, expertly facilitated.

A single well-facilitated session can shift more than months of hoping things will sort themselves out.

What's included:

- Pre-session conversation with the leader to understand context, dynamics and goals.
- Optional pre-session diagnostic or pulse survey to surface themes in advance.
- One facilitated session (half day or full day) depending on the team's needs.
- Activities focused on purpose, priorities, roles, decision-making and ways of working.
- Clear, practical team commitments agreed in the room, owned by the team, not produced for governance.
- Light post-session debrief with the leader.
- Optional follow-up alignment session available from Standard tier upward.

The session can be delivered in person or virtually. In-person is strongly recommended where possible as the quality of conversation is different when people are in the same room.

WHAT CLIENTS TELL US CHANGES

- A clearer shared understanding of purpose, priorities and what the team is working toward together.
- Strengthened relationships and improved confidence to communicate openly, including the harder conversations.
- Agreed norms for meetings, decision-making and how the team handles conflict and challenge.
- Better alignment on roles and responsibilities, reducing duplication and frustration.
- A practical set of commitments everyone has shaped and signed up to, usable from day one.
- Renewed momentum and a sense of shared ownership.

Ideal for: HR teams and people functions; L&D and OD teams; recruitment teams; and any operational or leadership team needing a purposeful reset. Works well as a standalone session or as an add-on to any other Leading Beyond programme, particularly alongside Process Improvement, Getting Back on Track or Clearer Decisions, Faster Action, where the process work benefits from an accompanying investment in how the team works together.

DELIVERY AND LOGISTICS

Duration: One-off session (half day or full day)

Format: In person (strongly recommended); hybrid and online available (group)

Min participants: 6

Max participants: 20-25 (briefings, lighter interaction)

Recommended: 10-15

Second facilitator required for 15 or more participants.

Location and travel

In-person is the default for all sessions. Remote and hybrid delivery is available on request.

Travel within one hour of Sheffield is included in the programme price. For engagements beyond one hour's travel, a supplement will be quoted in advance.

PACKAGES AND PRICING (All prices shown are the total cost. No VAT is charged)

Add-on to another Leading Beyond programme £2,750	Standalone £3,750
<p>Prices reflect preparation, facilitation, and light post-session debrief. Final scope confirmed in advance based on team size and context.</p> <p>Team Reset & Development is priced as a fixed-fee intervention rather than by the hour. The value sits in the quality of preparation, facilitation, and the team's ability to leave with clarity and agreed commitments they can use immediately.</p>	

Executive Coaching for Individuals (Sponsored & Private Clients)

Space to think, clarity to act & confidence to lead.

Executive coaching for individuals who carry senior responsibility and want to lead with more intention, less reactivity, and a clearer sense of what they're doing and why.

This isn't coaching that tells you what to do. It's a confidential, reflective space to slow down, reconnect with what matters, and find the clarity that gets crowded out by pace and pressure.

TOPICS WHICH WE MIGHT EXPLORE:

- You have senior responsibility and there's no space to just think; every conversation is a decision, an escalation or a demand.
- You know what needs to change about how you lead, but you haven't had the time or the right environment to work it out.
- You're navigating a transition (e.g. a new role, increased visibility, or a change in what's expected of you) and you'd benefit from thinking it through with someone independent.
- Confidence is being tested. Not because you're not capable, but because the pressure is relentless and there's nowhere to process it.
- You want to lead differently (more intentionally, more sustainably) but aren't sure where to start.

Executive coaching creates the space to reflect and explore whatever is a priority to you; at your pace, in your direction, with someone who genuinely understands the environment you're leading in. Executive coaching at Leading Beyond is for leaders who value depth over quick fixes, who want to understand themselves better, lead more consciously, and build the kind of clarity and resilience that sustains performance over time.

It works equally well for individuals investing in their own development privately, and for organisations sponsoring coaching as part of leadership development or succession planning.

Ideal for: HR Directors and senior HR leaders; L&D and OD leaders; recruitment leaders and agency owners; and operational and senior managers.

Organisation-Sponsored Clients

DELIVERY AND LOGISTICS

Duration: Single session to 6 sessions or more.

Format: MS Teams, hybrid or in-person.

Participants: 1:1 individual coaching only, Sponsor update available in Standard package, and Sponsor tri-partite meeting available in Premium package.

Location and travel

Online (MS Teams) is the default for coaching sessions. In-person and hybrid sessions are available on request.

Travel within 30-minutes of Sheffield is included in the programme price. For engagements beyond 30 minute's travel, a supplement will be quoted in advance.

PACKAGES AND PRICING (All prices shown are the total cost. No VAT is charged)

Essential £350 per session (90 min)	Standard £2,100 6-session programme	Premium £3,200 6-session programme
• 1:1 coaching session (90 mins)	• 6 x coaching sessions (90 mins each)	• 6 x sessions (up to 2 hrs each)

<ul style="list-style-type: none"> Resources and tools aligned to coaching discussions (where helpful) 	<ul style="list-style-type: none"> Resources and tools aligned to coaching discussions (where helpful) 	<ul style="list-style-type: none"> Resources and tools aligned to coaching discussions (where helpful)
	<ul style="list-style-type: none"> Sponsor progress update (end of coaching where there is a defined goal pre-agreed) 	<ul style="list-style-type: none"> Individual 360 diagnostic
		<ul style="list-style-type: none"> Tripartite meetings with sponsor (x2)
		<ul style="list-style-type: none"> High-level themes summary for sponsor

Privately Funded Clients

DELIVERY AND LOGISTICS

Duration: Single session to 6 sessions or more.

Format: MS Teams, hybrid or in-person.

Participants: 1:1 individual coaching only.

Location and travel

Online (MS Teams) is the default for coaching sessions. In-person and hybrid sessions are available on request.

Travel costs incurred for in-person or hybrid sessions (where agreed) will include a supplement which will be quoted in advance.

PACKAGES AND PRICING (All prices shown are the total cost. No VAT is charged)

Essential £150 per session (90 min)	Standard £425 3-session programme	Premium £875 6-session programme
<ul style="list-style-type: none"> 1:1 coaching session (90 mins) 	<ul style="list-style-type: none"> 3 x coaching sessions (90 mins) 	<ul style="list-style-type: none"> 6 x coaching sessions (90 mins)
<ul style="list-style-type: none"> Resources and tools aligned to coaching discussions (where helpful) 	<ul style="list-style-type: none"> Resources and tools aligned to coaching discussions (where helpful) 	<ul style="list-style-type: none"> Resources and tools aligned to coaching discussions (where helpful)