



LEADERSHIP COACHING AND PROFESSIONAL DEVELOPMENT

DEVELOPING SAFE AND FAIR
INCLUSIVE CULTURES FOR ALL

FIND YOUR FIRE

WITH NICOLA SKORKO

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A NEW WAY TO LEAD

Welcome to a new way to create leaders who are on fire in their roles without burning out.

Leaders who are energised and passionate about your business, so they reach down to help others up.

Challenging outdated behaviour and language, calling out what needs changing, being the voice for those who don't and role modelling leading change.

To create a more inclusive culture, safe and fair for all. Whoever you are, however you identify and whatever your history. For all employees to feel safe to speak up, valued for who they are and recognised for what they do.

My On Fire Leadership Process is NOT focused on leadership tools and techniques. Instead focused on developing a confidence creating compelling self identity and a toolkit to become clear and confident leaders.

This new way of leading is NOT a nice to have, it is a need to have. That will help you reach your business objectives by lowering costs and increasing revenue. Here's the business and colleague benefits.



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MY MISSION YOUR TEAM

Help organisations get more women into the most senior roles. To drive more diversity and inclusion across the company, creating a safe and fair culture for ALL.

My mission is to work with leaders who are passionate and ready, committed to real change.

Who understand that diversity and inclusion is a competitive advantage. More than just a tick box exercise. Not just lip service. A budget line item.

Instead, it's a business priority. A strategic focus. Supported with real passion and intent in the C suite, flowing into the organisation.

With my help more women are in the most senior roles. To become the change makers who say no, speak up, self promote, share their expertise and strive for that next step.

These women become advocates and role models for those on their way up. Reaching down the ladder to help others ascend. To no longer be the only woman in the room.

AND this is all measurable. You can monitor, demonstrate and follow the measurable impact to see the clear ROI of your investment.

Reducing recruitment costs, with more women staying for longer, increasing loyalty and becoming an employer of choice with the most valuable, discerning talent.



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MEASURABLE BUSINESS BENEFITS:



Leaders who are committed to creating inclusive cultures, and making it a strategic priority, leading the industry and inspiring teams.



Improved retention of female colleagues at key lifestages, to be more confident to step into more senior roles and lead change.



Career development for future female leaders, increasing their confidence to take on bigger roles and bravely lead change.



Become an employer of choice for the best, most diverse talent to support succession planning from a more diverse team.



Create a more safe and fair culture for all to increase loyalty and retention to reduce recruitment costs, improve profitability.



Supporting female colleagues to develop leadership skills, to step into more senior roles and close the gender pay gap



A culture where emotional well being is a focus, reducing the cost of absenteeism and presenteeism due to stress and anxiety.



Focus on well being of employees working from home, helping them to juggle work and home life looking after their mental health.



Create a more diverse and inclusive culture, which is more innovative, creative and more in touch with your customer base.



Be recognised as a organisation with a positive impact on society and truly cares, to attract and retain the best talent.



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MEASURABLES FOR EMPLOYEES



Create a personal toolkit to manage stress, anxiety and be more resilient in a time when they are needed to increase profitability.



Feel more clear, calm and in control of career, become more productive and focused improving customer experience.



Feeling more loyal to the business and inspired by their role, to have more impact and influence without burning out.



Know how to manage conflicts and not to take things so personally, taking feedback on board in a constructive way.



Working more effectively with teams across the business, and their own team reducing conflict and tension.



Really owning their true potential, stepping into larger roles with more responsibility and really feel like they're making a difference.



Creating a personal toolkit to manage stress, anxiety and become more resilient in a time when they are needed more than ever.



Feeling safe to make mistakes and to push out of their comfort, knowing that they're supported to learn and grow.



Speaking up to share ideas, be more innovative and calling out outdated behaviour and language, higher employee engagement.



Clear sense of vision and strategy, to create more efficient and effective high performing teams.



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WHO IS NICOLA SKORKO?

Nicola is a leadership coach and neuroscience expert. Over the last four years she has helped thousands of women globally to find their fire and become clear and confident leaders.

Nicola had a 16 year high flying 6 figure corporate career, running multi million pound launches for household brands. Her biggest achievement was leading a team of 40 to deliver a £10 million brand new to the world technology launch.



At a time in her life when it looked she had it all and was a "success" she was grappling with severe anxiety and depression, desperately holding it all together. The steps she took to come out of the darkness are at the heart of what she teaches and coaches.

Nicola is an ICF ACC accredited coach helping organisations support female leaders at all levels to have more impact and influence. She's worked with Vodafone, Sharps, BT, Microsoft, KPMG, the Open University, Southampton University and The NHS.

Her On Fire Leadership model helps women become role models, have more confidence, go for the promotion, find their voice, challenge the status quo, without sacrificing themselves and compromising family time.

Nic lives in beautiful Cornwall with her husband and their two dogs. She's a proud Cornish girl, loves walks, sea swimming and travel and exploring with her partner and pups.. oh and is training to swim channel in June.



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WAYS I CAN SUPPORT YOUR BUSINESS:

FIND YOUR FIRE LEADERSHIP PROGRAMME:

Leading a group of colleagues through a live coaching experience to help them Find their Fire, creating mindset shifts and tangible increases in employee engagement and business results. The On Fire Leadership is covered in 5 modules, timings and delivery will be tailored to your needs eg 6 weeks or 6 months, become a diversity focused programme. to include men.

Investment from: £30,000 plus VAT (max cohort of 12-15)

1:1 EXECUTIVE COACHING:

The coach working with your female leaders and future talent to develop their skills, to lead with more clarity and confidence to deliver consistently. To truly own their magic and expertise, to have more impact and influence and be ready to step into more responsibility and future roles.

Investment from: £3,000 plus VAT (dependent on programme length)

COACH IN RESIDENCE:

Coach in resident days, so open diary days for a specific group of employees to have 1:1 online coaching calls. For colleagues who need immediate, personalised help or underperforming teams. Areas covered include confidence building, breaking down limiting beliefs, finding their clarity, presentation or interview prep or getting clear on a challenge.

Investment from: £3,000 full day plus VAT, £2,000 half day plus VAT



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WORKSHOP CREATION & DELIVERY:

Bringing together groups in your business to work together on a powerful area of personal development, to improve performance, motivation and bottom lines results. Workshops are developed with you, but signature workshops include Imposter Syndrome, Confidence, Sharing your Voice, Owning your Self Promotion, Emotional Intelligence, Team Performance, Conscious Bias, Resilience, Gender Parity, Allyship, Coaching Culture.

Investment from: £3,000 full day plus VAT, £2,000 half day plus VAT

KEYNOTE SPEAKING:

Speaking from the heart, sharing life lessons and my mindset expertise to inspire employees at all levels. Key topics include Confidence from Inside Out, Finding your Fire, The Power of Leading as Yourself, Mindset for Success, Losing your Limiting Beliefs, The Empowered Empath and Breaking Through Fear.

Investment from: £5,000 plus VAT per event

DISC COACHING

DISC is a psychometric test helping colleagues to understand their behaviour preferences, habits and thought patterns. There are 4 classifications, each with different needs and priorities. DISC is a powerful tool for colleagues to understand themselves at a new level, helping colleagues communicate more effectively, work more cohesively and form stronger teams.

Investment from: £100 per profile, £247 plus VAT profile + feedback session



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WHAT MY CLIENTS HAVE TO SAY:



It makes me a stronger leader!

People want to be led by a woman who has great values and lives within them - everyday I go to bed knowing I've had a day living in my values!

It's so powerful.



Pit of misery to completely happy. That's my journey and my Nic story.

I cried, laughed, leapt and loved whilst working with Nic. I took the time to come home to me - and it is the best time I took for me and my family.

I am still a hilariously arrogant wife, mother, friend, multi-award winning author, keynote speaker and CEO. But now I am a really happy one!



In my time working with Nic, I have found myself again.

I feel more confident, my relationships have improved and I am content with my life and love. Nic is currently supporting me as I support my husband through cancer for the second time in 18 months.

I feel stronger and able to deal with this in a different way to last time, thanks to Nic's noggin knowledge and the work we have done.



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WHAT HAPPENS NEXT



STEP 1: GET TO KNOW YOU MEETING

A 30 Minute Zoom Get to Know You Call, this is where we really get to know each other and find out what you most need help with. To understand what you're looking for, timing and format. identify budget and agree next steps.



STEP 2: PROPOSAL

Based on all the information we'll create a bespoke proposal to give you the highest ROI, with a breakdown of costs, timings and scope of work ...along with our T&C's and ways of working.



STEP 3: GET STARTED!

Once we receive final confirmation, you will receive our contract and invoice On agreement and payment we get to work .. get to the good stuff! With regular reviews and feedback as agreed.

READY FOR THE FIRST STEP

Drop my team an e mail to book your 30 Minute Get to Know You call at support@nicolasko.com. I can't wait to hear from you.



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