

EXECUTIVE COACHING



*NEIL
THUBRON*

EMPOWER | INSPIRE | ACHIEVE

The best leaders know when they need support to reach their next level. When you're ready to unlock what's possible, you want to work with people who've walked the path you're on.

Why Us?



Three executive coaches who've each built substantial leadership careers across corporate giants, tech scale-ups, and entrepreneurial ventures.



Neil Thubron

Neil brings four decades of experience from military service through corporate leadership to extreme endurance. He's steered 450-strong sales organisations across 38 countries to achieve £1.6bn targets and learned what it takes to push beyond what seems possible. His approach to coaching draws from high-stakes corporate environments and the mental resilience required for solo Arctic races.

Neil is Executive Coaching qualified from Henley Business School, a Member of the International Coaching Federation, and brings certifications as an NLP Practitioner and Mindvalley Life Coach. He understands that breakthrough leadership often requires the same mindset that gets you through impossible physical and mental challenges.



Kay Henderson

Kay spent three decades building her career at Microsoft and IBM before making the deliberate choice to retrain as a Certified Professional Co-Active Coach. She knows what it's like to lead in high-pressure tech environments because she's delivered results in them. Kay specialises in helping leaders navigate growth, transition, and cultural change with the kind of clarity that only comes from having done it yourself.

Her MBA in Strategy & Leadership combines with real-world experience in cybersecurity, enterprise growth, and partner ecosystems. She's particularly skilled at helping leaders find confidence during major transitions and knows how to balance commercial demands with genuine leadership development.



Viviane Joynes

Viviane built and scaled businesses across tech and startups for over twenty years before becoming a certified coach, but her real expertise lies in understanding how leaders and their teams can maintain high performance sustainably. She specialises in helping CEOs and senior leaders who want to build something meaningful whilst staying genuinely energised by the work.

Viviane's approach combines sharp strategic thinking with deep work on mindset, refining your unique leadership approach and optimising company/team performance. She's worked in complex, international, high-stakes environments and understands that the best performance comes when leaders genuinely love leading. Her focus is on sustainable success that doesn't come at the cost of everything else that matters.

What Makes This Work?

Real experience, not theory.

Corporate restructures, startup scale-ups, team transformations, impossible targets, cultural overhauls. Between the three of us, every leadership challenge you're facing has been navigated before. This is insight from people who've been exactly where you are.

Different expertise, combined impact.

Neil's approach works for leaders who need to achieve what seems impossible. His background spans extreme resilience training and high-stakes commercial delivery. Kay specialises in leaders navigating complex organisational change. Her tech sector experience combined with coaching expertise cuts through to what actually matters. Viviane focuses on leaders building sustainable success. Her methodology ensures high performance doesn't come at the cost of burning out.

Practical application

The coaching adapts to what each leader needs. Not generic frameworks, but practical tools that work in real business situations.

The Leaders We Work With

- **Leaders running substantial teams or businesses where decisions have real impact.**
- **People who've achieved success but know there's more to unlock.**
- **Tech founders and CEOs scaling beyond their comfort zone.**
- **Corporate executives managing complex stakeholder relationships and high-value targets.**
- **Business owners stepping into their next level of leadership.**
- **Senior leaders navigating major transitions or organisational change.**
- **Leaders who are ambitious enough to want more than just getting by, honest enough to admit they don't have all the answers, and committed to doing the work that creates lasting change.**

How This Works

Start with where you are, get clear on where you need to be, and build a practical path to close that gap.

Sometimes this means strategy sessions, sometimes it means working through the barriers that are actually holding you back. Usually both. Our coaching challenges and supports in equal measure. Practical tools you can implement immediately, direct feedback from people who've navigated similar challenges, and a collaborative approach that draws on decades of combined experience.

Results show up in leadership effectiveness and business performance.

Great leadership isn't just about hitting numbers, it's about building something sustainable and meaningful.



Ready To Work Together?

This coaching works for leaders who are ready to move beyond surface-level development and tackle the real challenges of high-stakes leadership.

Not everyone will be the right fit, but if you're leading at a level where decisions matter, results count, and you're committed to the work that creates genuine transformation, then let's talk.



Silver

Leadership Coaching Package

£1200 per month (ex VAT)

Minimum 3-month engagement

10% saving if paid in full upfront

- › Initial coaching session
1/2 day offsite initial coaching session
- › Face-to-face / online coaching sessions
2 hours each month
(i.e. 1 x 2 hour face-to-face or 2 x 1 hour online)
- › Intensive face-to-face (offsite) coaching sessions
Minimum of 1/2 day once every 12 weeks
- › Access to me via WhatsApp/phone
Unlimited
- › Regular input from me on development opportunities
Through podcasts, books, articles, etc.

Gold

Executive Coaching Package

£1650 per month (ex VAT)

Minimum 3-month engagement

10% saving if paid in full upfront

- › Initial coaching session
1/2 day offsite intensive kick-off coaching session
- › 360 conversations with leadership, peers, employees, etc. to understand leadership areas of brilliance and blind spots.
Once
- › Face-to-face / online coaching sessions
3 hours each month (i.e. 2 x 90 mins face-to-face or 3 hours online)
- › Intensive face-to-face (offsite) coaching sessions
Minimum of 1/2 day once every 6-8 weeks
- › Access to me via WhatsApp/phone
Unlimited
- › Regular input from me on development opportunities
Through podcasts, books, articles, etc.

Platinum

C Suite Executive Coaching Package

£1999 per month (ex VAT)

Minimum 3-month engagement

10% saving if paid in full upfront

- › Initial coaching session
1-day offsite intensive business and life planning day
- › Questionnaires/surveys
Several relevant psychometric and skills questionnaires/surveys, such as DISC, Strengthfinder, and Resilience Builder to build a picture & information about leadership & personality styles
- › 360 conversations with leadership, peers, employees, etc. to understand leadership areas of brilliance and blind spots
Once every 3 months
- › Face-to-face / online coaching sessions
4-6 hours each month
- › Intensive face-to-face (offsite) coaching sessions
Minimum of 1/2 day once every 4-6 weeks
- › Access to me via WhatsApp/phone
Unlimited
- › Regular input from me on development opportunities
Through podcasts, books, articles, etc.

Diamond Immersion

Elite, Personal & Life-Changing Coaching

£8000 per month (ex VAT)

Minimum 6-month engagement

10% saving if paid in full upfront

This isn't coaching as you know it. This is a total immersion, designed for the rare individual ready to play at the highest level, to transform not only their business but every area of their life. This is about shattering limits, breaking through fear, and building an unstoppable mindset and strategy that will take you further than you ever thought possible.

***Breakthrough Experiences May Include:**

Adrenaline Expansion: Parachuting, abseiling, flying, racing, surfing—designed to break fear and build confidence.

Mindfulness & Mastery: Meditation retreats, breathwork, creative immersion, high-impact volunteering, or commanding a stage with a keynote talk.

What You'll Experience

Strategic Reinvention

A complete blueprint for your life and business, clarity, focus, and a results-driven plan.

Deep Insight

Advanced personality and preference assessments, we'll decode how you're wired and leverage it for maximum growth.

Monthly Breakthrough

One full day every month dedicated to smashing fears, pushing limits, and rewiring beliefs, UK or abroad.

Skill & Mindset mastery

A tailored plan covering the skills, knowledge, and mindset you need to dominate every area of your life.

Immersive Launch

A 2-day private offsite designed to ignite transformation and set the foundation for your next level.

Weekly Power Sessions

Face-to-face 2-hour coaching meetings to keep momentum unstoppable.

Total Immersion Growth

Attend world-class seminars, conferences, and experiences together to expand your vision and energy.

Unstoppable Support

I'm in your corner, on call, whenever you need me.

Don't Just Take My Word For It...



Sally Boyle · 2nd

Chief Sales Officer @ Defaqto | Commercial Consultant, Sales Trainer & Performance Coach.
December 20, 2022, Sally was Neil's client

I've benefited from Neil's coaching and support enormously. He is incredibly knowledgeable, he has so many tools in his kit that offer practical ways to solve problems or assess mindset.

I am delighted to say I've implemented some changes as a result of his coaching. I am really seeing the benefit in my personal as well as professional life.

I would really recommend working with Neil to anyone.



Samuel Horrocks · 2nd

CFO | Private Equity | Corporate Finance | Strategy | Business Transformation
September 10, 2023, Samuel managed Neil directly

Neil's a fantastic coach with a very personable style, endless drive and energy and a real knack for asking pertinent questions to unlock challenges and find a way forward. I've thoroughly enjoyed working together and have made a lot of positive changes in my personal and professional life as a result.



William Bishop  · 2nd

Vice President, Corporate
February 21, 2018, William worked with Neil on the same team

I would consider Neil both a mentor and a personal friend. He is one of the few people I would be equally comfortable to phone for trouble shooting a seven figure deal as to grab a beer with. I have been fortunate to work with some exceptionally knowledgeable and tenured sales trainers over the last 20 years and Neil stands out as a unique individual. The reason for that glowing feedback is that Neil has a genuine and infectious passion for driving change and personal development and an ability to coach and upskill people through enabling them to ask the right questions of themselves first and foremost. Jim Rohn said you are the average of the five people you spend the most time with, Neil is certainly one of the guys that would lift that average up...



Carolina Hennings  · 2nd

Head of Automatic Feeding System PLM - GEA Farm Technologies GmbH
January 6, 2023, Carolina was Neil's client

Working with Neil to develop a tailored value selling training for automated feeding was an incredible experience that I would happily repeat!

We uncovered the true value of the GEA solution for the customers and transferred it into a sales training that is practical, insightful, and entertaining.

Neil itself is an extraordinary trainer that genuinely engaged with the participants from beginning to end. We performed the trainings in several countries, all in local languages. Now our sales organization can discover the customers individual needs and demonstrate how our products create value for them, making the selling process an enjoyable experience for our dear customers.

Thank you Neil!

WU/KO/V **YU CAN**

Achieve any big goal using the 7P formula for success

Lessons learned from Extreme Sports and Business

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