



Leadership Coaching



ARIA

Executive Coaching
Leadership Development Programmes

ARIA's Leadership Coaching is for individual leaders ready to grow.

Confidential, practical, and deeply transformative coaching for leaders navigating growth, complexity, performance and wellbeing.

Why coaching matters

Leadership is demanding. Whether you're stepping into a bigger role, managing new challenges, or simply seeking to lead with more clarity and confidence, coaching offers a dedicated space to reflect, shift patterns, and build your capacity to lead.

We offer two coaching options

1. **Core Leadership Coaching Journey:** A 6-session journey; a focused space for personal insight and growth.
2. **Applied leadership Coaching Programme:** A 12-session structured, skills-integrated coaching programme over 6 months. Practical leadership tools to support you in your daily role

Not sure which coaching format is right for you or your team?

Here's a guide:

Choose Core Leadership Coaching if...	Choose Applied Leadership Coaching if...
You want a thinking partner to help you navigate current challenges	You're ready for a more structured, longer-term leadership growth journey (6 months)
You're dealing with a specific transition, issue, or goal	You want to grow holistically both personally and professionally
You prefer a lighter-touch commitment (6 sessions)	You're open to feedback, learning new tools, and sustained development
You're exploring coaching for the first time	You're stepping into greater leadership responsibility and want a coach alongside you

1. Core Leadership Coaching journey (6-sessions)



A confidential space to pause, reflect, and move forward with greater clarity and self-awareness. Coaching is coachee-led, guided by clear goals, and grounded in Integral Coaching methodology.

Journey Structure:

- 6 x 50 minute sessions, spaced two to three weeks apart
- Session 1: Set 2-3 development goals
- Sessions 2–6: Reflective, challenging and supportive coaching conversations
 - Explore inner patterns, behaviours, and mindsets
 - Build insight and capacity to respond differently
 - Apply learning between sessions

We follow the U-Theory coaching arc, moving from current challenges, through reflection and insight, to new action and sustainable change.

Best for:

Executive leaders looking for growth and support. Any leader facing key transitions, specific leadership or personal challenges, or wanting to work on specific goals.

Outcomes:

- Deeper self-awareness
- Breakthroughs in unhelpful patterns
- Clarity on next steps and leadership presence
- Improved wellbeing

Many of our clients have chosen this option multiple times over many years. Some clients enjoy a coaching journey once a year, other clients want support through career progression moments and others enjoy continual partnership.

2. Applied Leadership Coaching Programme (12-sessions)



This 6-month programme combines coaching with leadership skills-building, offering both depth and structure for developing leadership capacity.

Programme Structure:

- **Pre-Work:** Enneagram assessment and leadership self-assessment
- **Session 1:** Enneagram feedback
- **Session 2:** Set 3-4 leadership development goals
- **Session 3-5:** Goal-led coaching, skills integration, and real-time practice
- **Sessions 3-6:** Manager alignment conversation (coach-leader-manager)
- **Mid-Point:** 360° feedback assessment and insight session
- **Session 7:** 360° feedback insight session
- **Sessions 8-11:** Coaching and application of leadership tools
- **Session 12:** Final manager alignment session and close-out

Included:

- Integrative Enneagram assessment , report + debrief
- Leadership self-assessment
- 360° feedback process
- Coaching tracker with session summaries
- Final summary report with future focus

Best for:

New, junior and mid level leaders ready to build both personal insight and practical leadership skills.

Outcomes:

- Clear leadership goals with measurable progress
- Tools to lead others with confidence and skill
- Integration of self-awareness with everyday leadership
- More calm and clarity to motivate and communicate with others effectively

Leadership Coaching FAQs

What is coaching?

Coaching is a thought partnership. It's a confidential space to explore challenges, gain new perspectives, and develop as a leader. The coach doesn't give advice or solutions, but helps you uncover your own insights, shift patterns, and take meaningful action.

How do I know if I'll benefit from coaching?

If you're feeling stuck, stretched, too busy, unsure of your next move, or simply ready to grow, coaching can help. It's especially powerful if you're in a new role, navigating change, wanting to lead more effectively, or ready to better understand yourself.

How confidential is it?

Completely. We never share what you say in your sessions with anyone else. The only exception is when we're asked to share general patterns arising across multiple leaders, never anything that could be traced back to you. In leadership development coaching, your manager is invited into two alignment sessions, but you choose what's shared. Your coach will never speak on your behalf.

How often do we meet?

Sessions are usually every two weeks. This gives enough time to reflect and practice between sessions, while keeping momentum and continuity in the coaching process.

What do I need to do between sessions?

Some light practice is encouraged between sessions. Often, this means noticing (your reactions, your patterns, your impact) and choosing to show up differently. If you've learnt a new tool in your session, experimenting with it in real-life situations and reflecting on your experience in the next session helps deepen the learning. It's usually less about doing more, and more about doing differently.

How do we measure progress?

We set clear coaching goals and track progress against them. Mostly you will experience the progress within yourself, and notice the impact that the shifts you're making are having in your leadership capacity.

Let's Connect!

If you're curious about how coaching for your leaders,
we'd love to connect.

You can email Maria, send a WhatsApp,
or book a free discovery session by
visiting www.arianetwork.co.za.

We're looking forward to the conversation!

Client Testimonials



My coaching experience was at the same time professional and very personal. Maria brought a great deal of attention, care, challenge and insight to what became a big career shift for me.

~ Attorney turned Scientist

Fantastic, super helpful. Your coaching helped me to make many little changes over time. Now I'm doing so much more of what I love.

~ Business Owner

The greatest value for me was being able to bring what seemed like everyday ordinary challenges and getting practical solutions from every session we had. It felt like the sessions were truly personalised to the Paystack context and to me as an individual. I love that ARIA created a program based on our specific leadership challenges and it showed through the value I got from it personally and professionally.

~ Paystack Leader