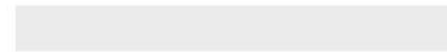
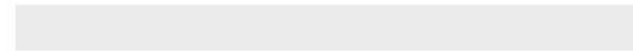




Paula Beattie

Author, Coach & Training Provider

Watch my 6 min Introduction video [here](#)





After disruptive change, teams suffer in 4 areas.

Clarity. Agency. Psychological Safety. Confidence.

At all levels of the organisation.

It can show up as resistance, low morale, silence and low productivity. Delayed decision-making. Conflict.

And up to 50% of people will consider leaving. All of this creates operational and commercial risk.

Our leaders are not immune. During change, they too have self doubt.

Our job as senior leaders isn't to judge.

It's to optimise the potential of the people in our care.

A Perfect World

It's worth thinking what a perfect world looks like.

- Engaged teams, collaborating with other teams as well as themselves.
- Challenging each other to come up with bigger and better ideas.
- Holding each other to account. Taking ownership.
- And being fearless in the face of continual learning.
- Your leaders spend less time dealing with conflict – and more time able to think strategically.
- They are able to focus on team development and not recruiting and training great people who leave because of overwhelm or lack of engagement and need replacing – at a minimum cost of £30,000 per person.

And they can increase their own confidence as leaders, by seeing their impact on the people around them.

Alternative Solutions

Most organisations have already tried internal trainers, wellbeing initiatives, engagement surveys, listening hubs and psychological safety training.

They move the needle briefly – then it snaps back.

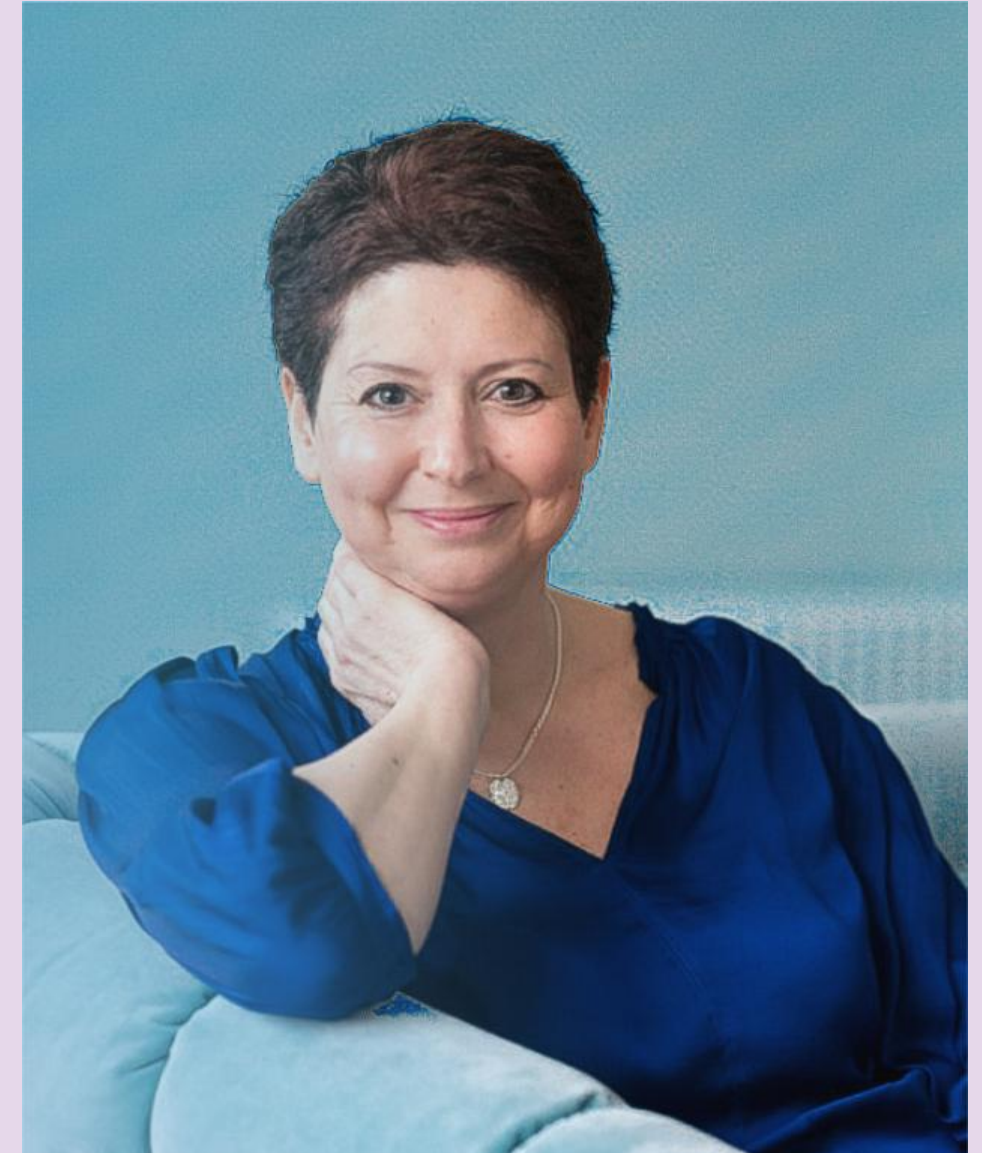
That's because these solutions don't change the environment within which people operate. They attend training...and then return to their workplace and the change is still there. The leaders are still the same. Surveys and town halls implicitly promise action will be taken – and when it isn't, this just rubs further salt into the wounds.

How many people still feel overwhelmed, even with well-intended 'initiatives'?

- **We need to ensure that everyone can thrive during change**
- **My Toyota change management training means I can offer diagnosis into your culture problems and design interventions that fix systemic issues.**

How my programmes help

- The 60 minute 'Build Unbreakable Confidence' speaker event creates space and reflection and immediate practical steps to boost self esteem.
- The Quiet Power® training programme builds inner confidence to overcome barriers, set ambitious goals and unlock the talent and creativity already within them.
- The Lead to Inspire leadership development programme upskills managers to deeply connect with and build confidence in others.
- Creating Confident Change Leaders gives people the Toyota change tools to drive structured, sustainable improvements that matter to them. Each delegate brings along a project to work on during the training. This increases agency, motivation and self belief.
- Bespoke workshops to foster self-reliant, high-performing teams – crucial in operations where cohesion and agency directly impact performance.



Quiet Power® Programme

The programme is based upon my unique Quiet Power® Framework, from 25 years of experience as a senior change leader. It is suitable for anyone at any level.

It includes **individual coaching** and is tailored to your needs.

6 x 2.5 hour workshops as follows: –

1. The Joy of Self Acceptance, addressing our personas and Imposter Syndrome.
2. The Power of Self Belief to achieve our goals.
3. Mindset and Courage to overcome adversity and take action.
4. Powerful Presentations.
5. Confident Conversations – a powerful framework that helps hold the line whilst preserving the relationship.
6. Key influencing skills to understand others and our own behaviours, to build better relationships and manage our stakeholders.

Can be provided as a self paced course, with workbooks and group coaching.



TARON SMITH

SUMS CONSULTING

"I thoroughly enjoyed the Quiet Power programme and the opportunity to explore this area with others who had similar insecurities. Much of the content spoke directly to where I have issues particularly with regards to impostor syndrome and attaining impossible standards but I feel I have the tools to address these and ensure I'm engaging with them to see significant changes in my behaviour going forward."

★★★★★

'Lead to Inspire' Programme

The programme equips managers with the skills to inspire confidence and help team members to thrive. It includes **individual coaching** and is tailored to your needs.

6 x 2 hour workshops that include the following: -

1. Coaching and empowering to support your team without creating dependency.
2. Changing leadership behaviours to increase others' confidence.
3. Moving from fixed to growth mindsets by identifying our own patterns and blind spots as leaders.
4. Building deeper connections to inspire, engage & influence using Values-Based Leadership.
5. Creating psychological safety by understanding the 8 common mis-steps of leaders.
6. A Framework that helps provide constructive feedback without damaging self esteem.

Can be provided as a self paced course, with workbooks and group coaching.



Nicholas Bancroft

DIRECTOR OF OPERATIONS AND PRODUCTS AT EECO2 LTD

"Paula's workshops with our management team and staff helped me make sense of the causes of poor psychological safety and how they can develop within a team. **It prompted me to think about how I conduct myself as a manager and the influence this has on others.** The role play element was particularly useful, giving us a chance to explore real situations and test different ways of giving and receiving feedback. Paula created a safe, open environment that encouraged honest discussion and reflection. A focused and thought-provoking session that's helped me approach communication and feedback within the team with greater awareness and intent."

★★★★★

Confident Change Leaders

The programme equips people with the skills to carry out sustainable change to their areas or key processes, using a structured framework. The programme requires each person to have a project so that they apply the learning in real time.

4 x half day workshops that include the following : –

- The A3 Toyota change tool – and how to drive measurable change.
- Standard work – how to systemise what you do and build daily habits.
- Leader standard work – how to ensure leaders are maintaining and optimising the changes we introduce.
- Full suite of my own change management tools to engage your teams and bring people with you.
- Key coaching skills for coaching conversations.



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★★★★★

The Royal Surrey County Hospital Case Study

Post Covid, Day Surgery was struggling. Nurses were being redeployed elsewhere across the hospital because there wasn't enough demand to keep them busy – yet surgical backlogs in ophthalmology were piling up in main theatre.

As part of Confident Change Leaders, the nurses agreed to move all eye surgery to Day Surgery, dedicate a theatre and create a fast-paced flow lane for cataracts. They worked with consultants and health care assistants to help design the entire process using the Toyota A3 framework.

Through our training, they streamlined processes, improved layout, equipped the theatre...and launched in just 9 weeks – including building a new waiting area!

Eye surgery volumes doubled within 2 weeks and backlogs were halved within 3 months. The teams' confidence and morale soared from their incredible achievements.



Coaching & Away Days

I am an ICF-trained professional coach, specialising in building confidence and leadership skills in mid to late career.

Typical clients are senior female leaders and Execs.

My programmes usually involve between 6 and 10 one-hour sessions, with strategic objective setting with the sponsor at the beginning.

I send a written report at the end to all parties jointly.

I honour complete confidentiality to the coachee throughout the process.

- I also create and deliver bespoke workshops and Away Days that will solve specific challenges, such as psychological safety or How to have difficult conversations whilst still maintaining the relationship.

Antonia Ryan (opposite) is now Head of Operations for a global charity. She asked for coaching support to improve her leadership skills. After just 2 months, she was ready to transition into a senior role.



Antonia Ryan

"Before working with Paula, my main challenge was translating significant leadership experience into clear, high-impact interview performance. I had the experience, but I was underplaying achievements, over-explaining details, and not always presenting myself with the confidence and strategic presence expected at senior level. Through Paula's coaching, I became much stronger at structuring answers, communicating outcomes, and positioning myself as a leader rather than just a doer. She helped me sharpen my executive presence, speak with greater clarity under pressure, and approach work with far more confidence and control."

★★★★★

My Credentials

- 25 years experience as a Toyota change expert and training provider – including 7 years with frontline hospital teams and 8 years in engineering, aerospace and F1.
- Ex-Head of Continuous Improvement for a F500 company. Ex-Head of Business Improvement for Britax Aerospace Interiors.
- Founder of one of the fastest-growing Meetup communities – Think Yourself Confident – with 4,000+ global professional members attending regular Confidence workshops across 83 countries and 5 continents.
- ICF-accredited Professional Diploma in Coaching and Mentoring (Kingstown College, Grade Distinction)
- Certified Change Manager and Agile Scrum Master.
- BEng(Hons) in Aeronautical Engineering. Fellow of Cranfield University School of Manufacturing Management.
- Author of the book '[Lean & Agile Made Simple](#)' published on Amazon.
- Founder and co-host of the Build Unbreakable Confidence global summit for IWD.



Michael

"The biggest shift for me has been seeing how valuable it is for our management team to talk openly. Paula helped us explore the idea of psychological safety, and it's made a real difference in how we work together and how we show up for our teams. One of the highlights for me was the role playing. It was fun, surprisingly engaging, and a brilliant way to learn. It helped me see things from different angles and made the whole experience stick."

★★★★★

What are the People Benefits?

Attendees of my programmes typically:

- Undergo real behavioural change, particularly in operational settings where confidence determines the pace and quality of decision-making and opportunities and promotions taken.
- Report higher levels of job satisfaction.
- Achieve sustainable personal growth through each attendee's own personal development framework.
- Make significant, sustained improvements in how we show up.
- Strengthen change leadership skills, enhance team performance and experience career acceleration for themselves and others. They also witness improved fulfilment and motivation of those they lead.



Sylvie Johns

"Paula's Quiet Power programme enabled me to break a long standing cycle of insecurity, putting myself last, and allowing others to limit my growth and experiences. Through her guidance, I gained a deeper understanding of myself, learned to recognise my own worth, and developed the confidence to navigate different situations with clarity and self-belief. This course reminded me that we all have a voice and that we belong exactly where we are, we sometimes just need help learning how to see it. Paula's course does this tremendously well."

★★★★★

What are the Business Benefits?

My Toyota expertise in diagnosing your culture so I can design the right intervention for you means:

- Better retention as your people are learning valuable skills
- Greater business performance, as they find their voice and express thoughts, ideas and innovations.
- Improved staff survey scores, as they take ownership for self development.
- Improved productivity through continuous improvement
- A more positive, vibrant and thriving **culture**.
- The best support mechanisms for **sustainable business change**.
- Supporting existing emerging leaders so they are set up to succeed.



Murat Unsal

"I'm Murat Unsal, Sustainability Services Manager at eeco2. Paula delivered a short, high-impact session that felt warm, candid, and inclusive. She got everyone talking, listened closely, and kept the discussion grounded in real situations. Her slides were original and focused, did not look like the usual ones, and her key messages were very clear. My favourite moment was when we discussed management behaviours. It whetted our appetite for more, we would welcome longer sessions with Paula."

★★★★★

Paula's Services - Summary

- I act as a consultant on your culture, helping you to diagnose the reasons for lack of confidence and design training that addresses systemic issues.
- I coach individuals at any level of an organisation, specialising in building their confidence through training in confidence, leadership and/or continuous improvement.
- I deliver **Quiet Power, Inspire to Lead and Creating Confident Change Leaders training programmes** and can also provide self-paced versions, using digital workbooks and weekly group coaching.
- I provide a 60 or 90 minute online, in-person or hybrid **Confidence** speaker event. For example, Microsoft has recently engaged me to present to its UK 'Hola Latina' community.
- I deliver tailored, stand-alone **workshops** around specific team challenges.
- Private clients include a Formula 1 team, Transport for London, BP, Eli Lilly, Oxford University Press, NHS Scotland, University College London, Microsoft and HSBC.
- As I tailor each offering to suit you, please contact me to discuss your requirements and the investment options. This helps me to design my services to maximise your value.



Twinkle Singh

SENIOR PROGRAM MANAGER, MICROSOFT

"A transformative experience diving into the realms of thoughtful leadership, mindset and the power of self-belief...I left the event feeling inspired and empowered to take charge of my own journey. Let's harness our inner strength, embrace change, and lead with empathy and purpose." Twinkle Singh, Senior Program Manager, Microsoft Program Manager"

★★★★★

Testimonials

"Confidence and improvement training led by Paula Beattie – I think it's fair to say it was absolutely brilliant and definitely helped me to think about how I am approaching change and what I'm telling myself... highlights were realising I have a thinking problem rather than a confidence problem."

*Sarah Scales, Associate Director of Transformation,
Royal Surrey County Hospital*

"I have been really struggling in my current role with my confidence/thoughts so this has come at the right time."

"It has and always been about the way I think through things, not what the circumstance presents, that dictates what and how the outcome will be. Paula's voice and method of delivery was very calming."

"This will help me to think more about how to build better relationships. Lovely clear, thought provoking, paced, presentation! More of that here please, we need it."

"Very positive session with lots of focus on thinking and keeping into consideration how the circumstances blur your thought process."

"Helpful ways of thinking presented. Very caring talk. It really made me think about my personal life as well as work."

"There were very insightful tools to create confidence and build better processes. We can really see the difference!"



Penny Dale

BUSINESS SUPPORT OFFICER

"I was looking to be more confident in speaking out in larger groups. The Quiet Power programme has given me tools in my tool kit to help with this, from self acceptance to influencing skills. I found the Influencing Skills part of the course very enlightening, I had not really thought about the different types of people you could be speaking to and how this would affect the way you would present to them, from cool blues to fiery reds. My favourite part of the course was the self belief, making you think about your core values and how we live by them and what we can do to improve and be aware of them. Thank you, Paula."

★★★★★

Speaker Event on Confidence



500 global attendees online and in person.
4.9/5 rating – The highest ever for this kind of event at HSBC.

“Thank you, Paula Beattie for an inspirational session on Building Unbreakable Confidence. We’ve had great feedback.”

*Anna Costa-Correa, Head of People & Culture,
Chief Technology Office, HSBC.*

#UnleashYourPower event at HSBC/Microsoft at Canary Wharf, London

“A great programme, really brought to life through Paula Beattie’s excellent storytelling. Thought provoking and inspiring.”

““Really inspired from our *Unleash Your Power: Build Unbreakable Confidence* event with our fantastic speaker and coach Paula Beattie.”

“Great to bring together our HSBC and Microsoft audiences at our HQ for this HSBC CTO sponsored event and we had a record number of global delegates on zoom.”



Mark Ormrod MBE

OWNER AT KAIZEN SUMMIT

"The pleasure was all ours.

**Your presentation was brilliant and
you're a great presenter 🙌🙌🙌🙌🙌"**

★★★★★

Ready to Transform Your Culture?

My ideal client has:

- An organisation of any size that cares about how their leaders lead
- A desire for more fresh thinking and innovation
- A belief in giving teams the agency to drive change
- A need to build future leaders from a wider talent pool
- An aspiration for their culture to be even more inspiring and energised.

If you would like a conversation to see how I can help, please email me at paula@inspire-confidence.org or via my [LinkedIn profile](#).

Thank you for reading.

Paula Beattie



RICHARD WALKER OBE FInstRE

CHIEF EXECUTIVE THE NOT FORGOTTEN | MILITARY VETERAN | THE
QUEEN'S GURKHA ENGINEERS ASSOCIATION | AIRBORNE COMMANDO
ASSOCIATION ROYAL ENGINEERS | SOMERSET RAISED, SURREY BASED
AND A TRAVELLER OF THE WORLD

**"Insightful and totally aligned.
Thank you Paula Beattie for
bringing an incredible and
inspirational fresh perspective into
The Not Forgotten"**

★★★★★

Creating Confident change leaders that *power up your engagement scores*



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