



Promoting corporate cultures and sustainable business models
of shared ownership, shared responsibility and shared reward

Leading with CEQ

A 12 Month Leadership Development Journey

Coaching • Leadership • Change



Programme Overview

Leading with CEQ is a 12-month programme of training and events designed to equip leaders with the skills and insight they need to thrive, advance in their roles, and accelerate their development. Grounded in Corporate Emotional Intelligence (CEQ), the programme develops the confidence, clarity and capability required to lead people, strategy and change in complex organisational environments. The programme is designed for senior managers and high-potential individuals on fast-track leadership pathways.

Enrolment is now open for the inaugural programme commencing **June 2026**, with interviews for nominated candidates taking place in March and April.

Each cohort is limited to 12 participants to maximise personalised coaching and networking collaboration.

Programme fee is £5945.

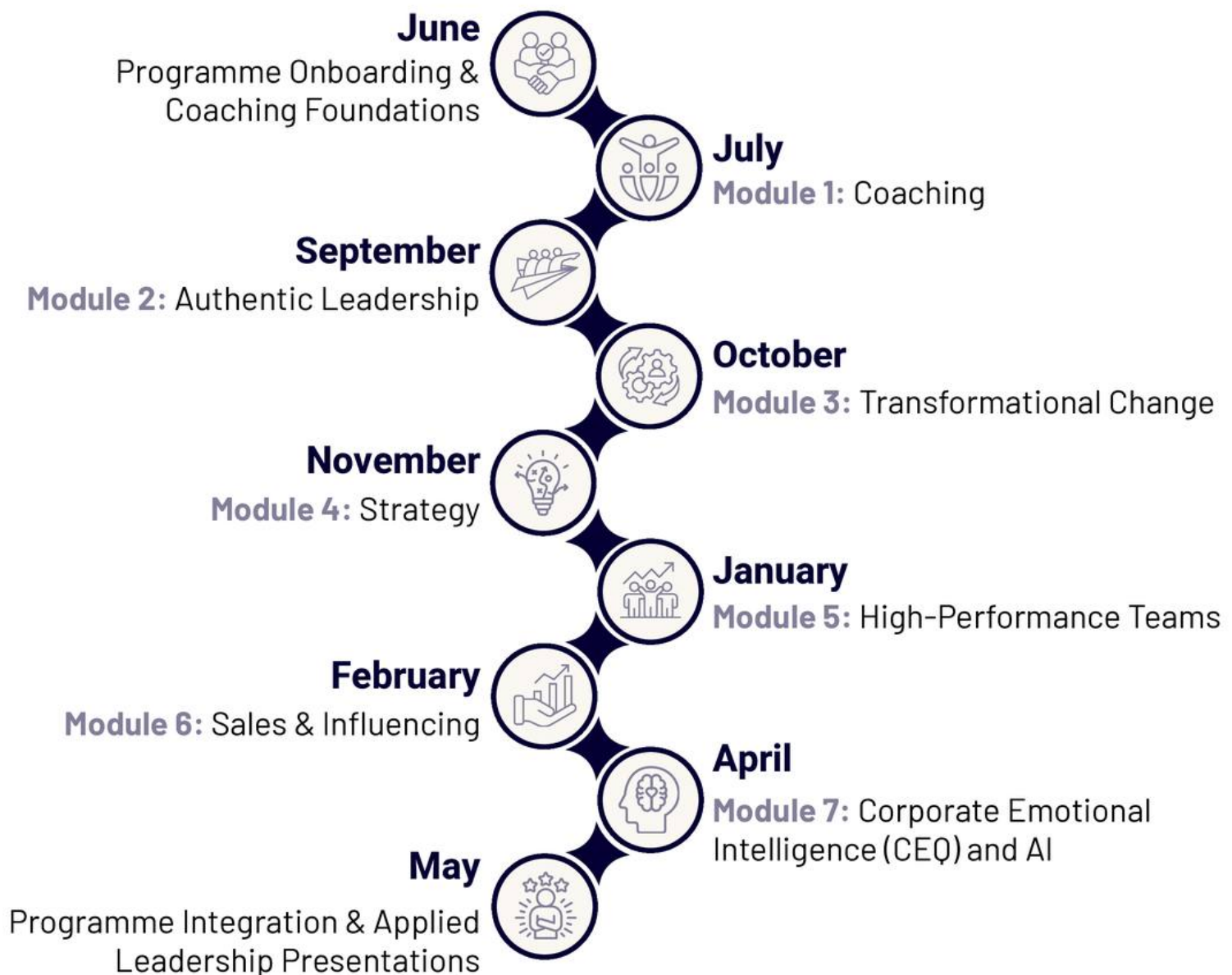


Image courtesy of MD2MD



Programme Timeline

Modules will be delivered live online and there will be 2 in-person events held in London. The programme is supported by structured extra-curricular learning, including peer discussion groups, 1:1 coaching, 360-degree feedback and guided practice. These elements are designed to reinforce learning between modules and support sustained behavioural change over the course of the programme.



We develop confident, capable leaders through real-world practice, collaboration and sustained learning

Programme Modules

MODULE 1



Coaching

This module establishes coaching as the foundation of effective leadership. Leaders explore why directive behaviours often increase pressure and reduce ownership. Using CEQ's OUCH! framework, participants develop coaching skills that build trust, accountability and capability in others.

MODULE 2



Authentic Leadership

Authentic Leadership focuses on how leaders show up under pressure. Participants explore values-led leadership, motivation, emotional intelligence and vulnerability, strengthening alignment between intent and behaviour.



Image courtesy of MD2MD





MODULE 3

Transformational Change

This module equips leaders to guide people through uncertainty and transition. Participants explore the psychology of change and how to empower others while maintaining direction and momentum.

MODULE 4

Strategy

Strategy is examined as a leadership discipline rather than a document. Leaders learn how to hold strategic direction under pressure and convert intent into aligned action and sustained delivery.

MODULE 5

High-Performance Teams

Leaders explore what enables teams to perform sustainably, including purpose, development stages, conflict resolution and difficult conversations.



Images courtesy of MD2MD

MODULE 6

Sales & Influencing

This module reframes influencing as a leadership capability. Participants develop practical strategies for influencing across stakeholders, functions and organisational boundaries.

MODULE 7



Corporate Emotional Intelligence (CEQ) and AI

The final module explores the intersection of CEQ and AI-informed decision-making, focusing on bias, judgement, trust and protecting human connection.



Image courtesy of MD2MD

EXTRA-CURRICULAR LEARNING

- ✓ Quarterly peer discussion groups
- ✓ 1:1 coaching with expert tutors
- ✓ 360-degree feedback
- ✓ Personal Core Values Process
- ✓ Use of the CEQ App
- ✓ Fireside chats with senior leaders
- ✓ Practice videos with expert feedback



About Us

Collaborative Equity (CEQ) is an international leadership consultancy specialising in leadership development, executive coaching and change management for global corporate organisations. We design and deliver practical, evidence-based programmes and interventions that help leaders translate insight into behaviour, supporting individuals and teams to perform more effectively in complex organisational environments. Our programmes are grounded in Corporate Emotional Intelligence and proprietary CEQ methodologies, focusing on how leaders think, decide and act under pressure. CEQ partners with organisations to embed sustained behavioural change that supports their operating model and strengthens leadership capability.



6,000+ Managers

Trained in-person
and online



90%+ Rating

For exceeding
expectations



10+ Years

Of Global training
excellence



Image courtesy of MD2MD



www.ceq.com

Our Operating Principles



Our work is shaped by a straightforward set of principles: we build relationships on trust and honesty rather than contracts; treat people with care and respect; stay accountable long after the job is done; and focus on creating change that stands on its own - not through theory, but through practical, thoughtful action that genuinely supports the people we work with. We set high expectations for ourselves, and we aim to exceed them.

Design & Delivery Team

Our team brings senior operational leadership experience alongside expertise in coaching and organisational development, designing leadership programmes that deliver impactful, sustained behavioural change within demanding corporate settings.



Gareth Chick
Managing Partner

Gareth has an outstanding track record as CFO, CEO and Chairman in both public and private companies, including private equity. He is a highly sought after consultant working in major corporations around the world; one of the UK's top Executive Coaches (200+ senior executives including FTSE100 and Fortune 500) and the designer of class leading management training programmes (5000+ managers across 25 countries). Gareth is an acknowledged expert on corporate cultures and corporate psychology, regularly lecturing and presenting on leadership, cultural change and coaching, and travelling extensively across the world to research new leadership models and transformation processes.



James Gaby
Partner

James recently joined the CEQ team as a highly respected and results-driven sales leader with over 30 years of experience, driving significant growth across both PLCs and SMEs. He has held senior commercial roles in high-performing organisations, led successful business start-ups, and executed a major turnaround of a mid-sized company. In recent years, James has become a sought-after consultant, advising a diverse range of businesses on strategy, culture, and building high-performing teams. He is also a trusted coach and mentor to a growing portfolio of executive clients, supporting them through complex leadership challenges, sustainable growth, and significant organisational change.



Martyn Haworth
Director

Martyn has a critical and unique balance of a hugely successful commercial operator, with the skills and processes of an expert coach and trainer. He joined CEQ in 2013 and his work has included consulting for companies including Google, Total Produce, Centrica, GE Healthcare and Dr Martens. Martyn regularly delivers CEQ's 'Coaching Excellence' and 'Coaching Masterclass' training programmes in addition to our Leadership Development course. He also provides 1:1 Executive coaching and is a sought-after facilitator for board meetings and management team off-sites. His other fields of expertise include managing change, influencing skills, and creating high performing teams.



Paul Coombes
Associate Director

Paul is an experienced coach, mentor and leadership training facilitator with over 25 years' experience across retail, e-commerce and procurement, including founding and managing his own businesses in retail and education services. He plays a leading role in programme management, provides 1:1 executive coaching, and regularly designs, delivers and facilitates peer group coaching and leadership development workshops. Paul also specialises in neurodivergent coaching and is an accredited Executive Function (ADHD) Coach. As a Member of the Association for Coaching (AC), he engages in ongoing CPD to remain at the forefront of current coaching methodologies and neurodiversity research.

What Our Clients say

Ash Longman

Head of Performance Strategy,
British Gas

"Greatly Appreciated"



These sessions have been so valuable to me, not least for helping build relationships and connections within this new team I'm forming. I cannot tell you what a difference the subtle change from think to feel in my questions made... it was amazing.

Phil Gilsenen

Global Strategy & Programmes
Manager, Google

"Immense Impact"



It's been an honour to work with you, learn from you and see the immense impact you have made with Google globally. I've been proud and felt privileged to have the opportunity to work alongside such dedicated and experienced people. I won't ever forget it. Thank you

David Frost

Group People & Organisational
Development Director, Dole plc

"Huge Value"



The feedback has been excellent, with participants recognising the value of asking open questions, spotting their bad habits and learning new behaviours... this illustrates the huge value of the insight that was generated and there is demand for more programmes.



Get in touch with us



Phone

+44 (0)1295 231321



E-Mail

info@ceq.com



Website

www.ceq.com



"Leadership is an act, not a state... Right here, right now there is just you, and you can lead."

-Gareth Chick



www.ceq.com