

Grow your leaders. Grow your business.

Strategic executive coaching and development to prepare senior leaders for board-level impact.

Coaching the next generation of board executives.

Finding the right leader is just the beginning.

Holmes Noble has come together with MRA to forge a partnership built on a simple shared belief: that real transformation only happens when you invest in the development of senior talents into board-ready leaders.

By combining Holmes Noble's deep expertise and proven track record in executive search and transformation programmes with MRA's world-class executive coaching credentials, we plant the seeds of growth at the highest level of organisations. We identify the right talent, then work alongside them to develop the leadership capability, strategic thinking and governance expertise needed at board level.



Through Holmes Noble and MRA's partnership, our clients gain access to:



Strategic talent identification backed by unparalleled sector insight



Executive coaching programmes delivered to global best practice standards



Board readiness development that combines governance expertise with leadership capability



Measurable outcomes aligned to organisational strategy and succession planning

It's a fundamental reimagining of how organisations can and should build sustainable leadership pipelines.

Together, we turn today's senior executives into tomorrow's boardroom leaders.

Executive coaching matters more than ever

40% - 50% of new leaders fail within their first 18 months¹

Just 19% of organisations have a succession plan²

Only 1 in 5 directors view their succession processes as 'excellent'³

The leadership landscape has never been more challenging. New leaders face unprecedented complexity, and the cost of leadership failure has never been higher.

As businesses grapple with technological acceleration and complex stakeholder demands, the quality of boardroom leadership is directly determining organisations' fortunes. In this environment, investing in leadership capability at the highest level is essential to sustained success.

Executive coaching transforms capable executives into exceptional board members and safeguards a business' future.

The competitive advantages unlocked by executive coaching and development

ROI

86% of companies report a positive ROI from coaching investment⁴

Performance and productivity

70% increase in individual performance, including goal attainment and communication effectiveness⁵

Leadership and culture

12% higher job performance during periods of change in organisations with a strong culture of coaching⁶

54% improvement in leadership bench strength⁶

Individual growth

80% of employees who receive coaching report increased confidence⁷

70% demonstrate better work performance, relationships and communication skills⁷

¹McKinsey & Company ²Society for Human Resource Management ³Corporate Board Member ⁴The International Coaching Federation ⁵American University ⁶BetterUp ⁷Institute of Coaching

Build boardroom-ready leaders

Our comprehensive suite of executive coaching programmes is designed to develop senior talent across every stage of their journey to board-level leadership

All of our programmes are delivered by coaches with post graduate qualifications, EMCC Global accreditation, certified practitioner status in leading psychometric tools and specialised expertise in corporate governance and statutory directorship.

“Our coaching combines psychological insight, rigorous assessment and systemic thinking to develop confident leaders, high-performing teams and future-ready boards.”

Our programmes

1:1 Executive coaching

Bespoke programmes that build self-awareness, confidence and leadership impact in senior and executive leaders. Each programme includes psychological profiling, 360-degree feedback and personalised development planning to accelerate their effectiveness.

Executive transition coaching

Our 30-week programmes support executives through critical role transitions, starting six weeks before they move. These programmes address the 18-month period when 40% of executives typically fail, protecting your investment in senior talent.

Executive and senior leadership team coaching
Develop your leadership teams with our four-phase coaching programmes, which feature insights-led interviews, psychometric profiling, team effectiveness observation and systemic coaching that addresses interconnectedness and interdependence.

Executive/senior team effectiveness reviews
Structured assessments to evaluate your teams across purpose, governance, trust, culture and stakeholder value creation, identifying opportunities to enhance collective performance.

Psychometric profiling

Create a platform for professional development at the highest level with comprehensive leadership assessments which use globally recognised psychometric tools.

Board effectiveness reviews

Comprehensive board evaluations using the MRA Global Board Excellence Framework, assessing your board's strategic capability, structure, standards and systemic performance against global best practice.

Executive board coaching

Achieve sustainable behavioural change with programmes designed to make your board fit for the future. Our coaches are qualified in both Executive Coaching and Corporate Governance, delivering extensive business understanding that appreciates both short-term interests and long-term impact.

NED coaching and qualifications

Prepare your senior leaders for non-executive director roles with our premier integrated development programme. Combining executive coaching with board-level skills, strategic decision-making, risk management and governance foundations, our customised offering strengthens the senior leadership pipeline and accelerates NED readiness.

Example Programmes

Client challenge – a fundamental re-set for the Board, ExCo and SLT to meet a period of significant transformation and sector shift (3 year partnership):

- ✦ Board and ExCo Effectiveness review
- ✦ Executive Coaching for Chair, CEO, Board, ExCo
- ✦ Collective Board and ExCo Team Coaching
- ✦ Chair Development Programme
- ✦ Hi-Potential Leader and Succession Development

Client challenge – EMEA wide requirement for multi-level shift in leadership to meet change in demands of global client base (4 year partnership):

- ✦ EMEA multi-cohort Professional Coaching Leadership Capability Programme to transform culture (Level 5) Design, accreditation and assessment of bespoke
- ✦ Leadership Development Programme for 200 leaders

Client challenge – ExCo and Top 40 Leadership Development Programme (3 year partnership):

- ✦ Executive Coaching for CEO, ExCo and defined successors
- ✦ Professional Coaching Leadership Capability
- ✦ Programme to transform culture (Level 5) Intentional Health = Intentional Leadership to build resilience and self regulation at a time of immense business pressure

Client challenge – ExCo Inclusive Global Leadership Development Programme (3 year partnership):

- ✦ Global multi-year Reverse Mentoring Programme for ExCo to challenge identified bias, develop a voice-platform for the broader system, and to enact OD change to meet identified employee needs
- ✦ Executive Coaching for identified talent and successors to ExCo



The people behind the programmes

Holmes Noble

Founded on a family heritage built on resilience, integrity and inclusion, Holmes Noble connects organisations with transformative leaders who drive real business impact.



AMY SPEAKE
CHIEF EXECUTIVE



Amy has over 25 years' executive search and leadership advisory experience across broad Industrial markets. She is a Board Member, Shareholder and co-lead of the Board Practice.

With a focus on identifying and developing future-ready talent, Holmes Noble provides strategic counsel to organisations navigating complex periods of change.



KATIE ANN POXON
PARTNER - GLOBAL INDUSTRIALS



Katie brings 27 years' executive search experience including over 10 years as Bombardier's Global Executive Talent lead. She has international expertise across Transport, Aerospace, Defence, Energy and Infrastructure.

MRA

MRA uses unique expertise in Professional Coaching, combined with global industry, sector-wide experience, and a brand ethos of being 'deeply connected', to

partner with organisations in delivering outstanding cultural and organisational results.



MATTHEW RADLEY
CEO



Matthew is an EMCC Global Master Practitioner and leading Executive Coach, specialising in CEO coaching, Executive Teams and Board coaching.



HILARY FARRINGTON
DIRECTOR OF PROFESSIONAL QUALIFICATIONS AND SUPERVISION



Hilary is an expert in Executive Coaching, with particular focus on supporting women in organisations and educating coaches to the highest standards.



KATE CRAIG WALLER
PARTNER - INFRASTRUCTURE



Kate is a senior executive search and leadership advisor with 25+ years' experience appointing C-suite, board and senior leaders across infrastructure, digital, energy transition and private equity-backed businesses. She brings global market insight and expertise in identifying leaders who drive growth and transformation.

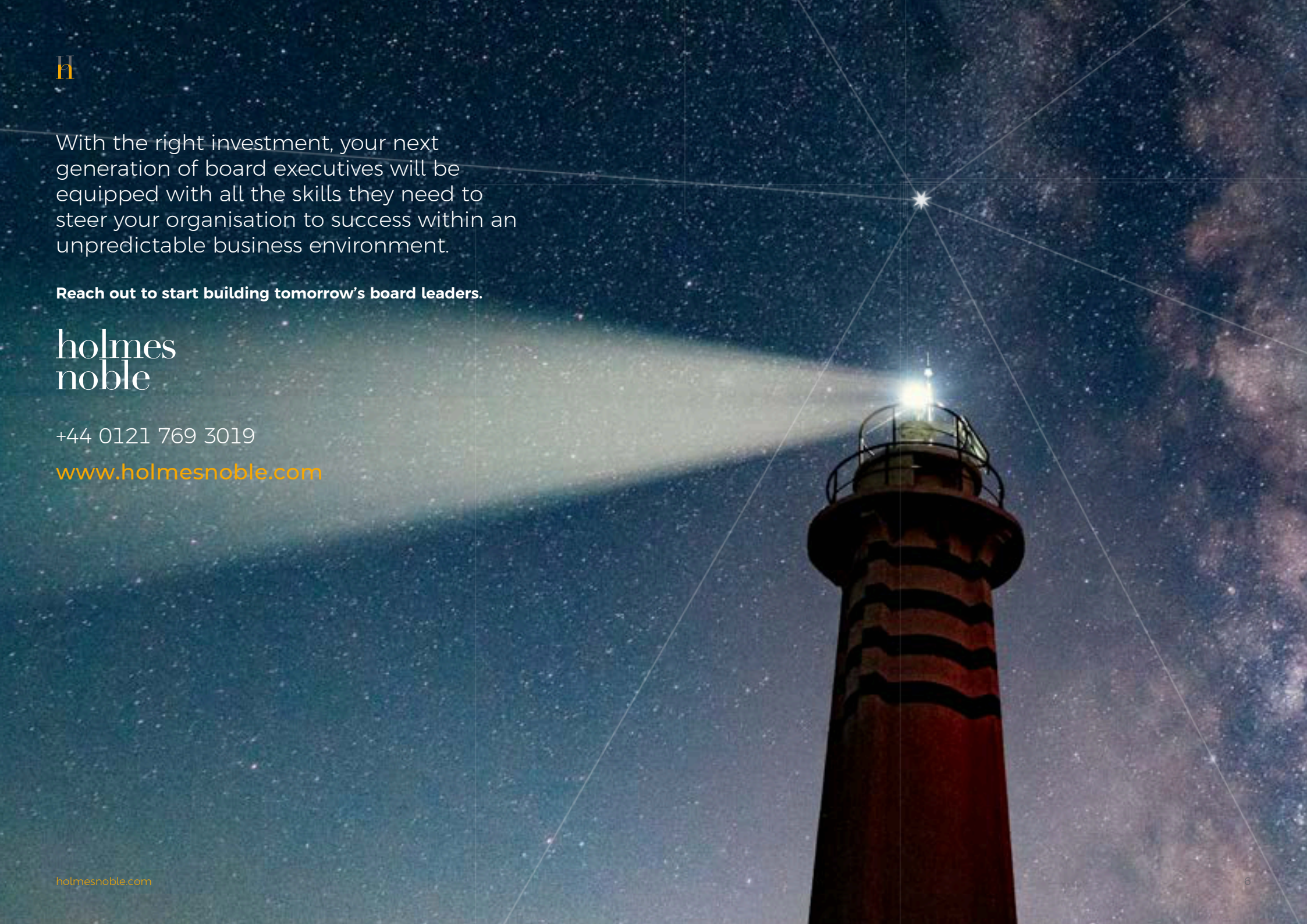
Together, the teams at Holmes Noble and MRA bring unparalleled expertise in identifying exceptional talent, developing leadership capability and building board-ready executives capable of leading their organisations to sustainable growth.



SOPHIE TAYLOR
DIRECTOR OF BOARD AND TEAM COACHING



Sophie's coaching expertise focuses on Executive Coaching, Board & Team Coaching, and developing the next generation of professional coaches.



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With the right investment, your next generation of board executives will be equipped with all the skills they need to steer your organisation to success within an unpredictable business environment.

Reach out to start building tomorrow's board leaders.

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