



COACHING

CENTRED LEADERSHIP

We listen, work with you in design, then deliver excellence - with real impact

Our CCL Values
Pursuit of Excellence, Client Focussed and Trust

Leadership is the defining variable

77%

of workers experience burnout

Gallup, 2023

57%

of employees leave due to poor leadership

DDI Global Leadership Forecast

88

82%

of leaders receive NO leadership training

Gallup State of the Global Workplace

Poor leadership doesn't just cost performance - it costs people.

Coaching Centred Leadership

Excellence through leadership. Across every discipline.

500+

Years of combined military and corporate leadership expertise across our team

Mission-Driven

We deliver sustainable, world-class leadership programmes that transition teams and leaders to aligned performance.

Battle-Tested

Methodologies forged in combat, boardrooms, sporting arenas, and academia. Our experience stands out; our delivery is unique.

Measurable Impact

Every engagement is outcome-driven with agreed objectives. We shape every delivery with you.

CCL Areas of Experience

01

Military

Leadership forged in service.

A team who have served and led on operations globally. From the sharp end on the battlefields, to the planning of deploying 8000+ personnel.

We have lived it.

02

Corporate

A corporate team shaped at the sharp end of transformation, performance and change within global organisations. From FTSE 100 companies to large-scale financial services, we have led in complex environments where decisions, behaviours and outcomes truly matter.

03

Academic

Insight forged through evidence, not opinion. Professors with PhDs in Cultural Change and Psychoanalysis, applying deep academic rigour to the realities of leadership behaviour, power, identity and organisational culture. We don't just observe change, we enable it.

04

Sporting

High performance where it's tested, not talked about. From Olympic podiums and international arenas to extreme expedition leadership, our sporting team bring hard-won insight into focus, mindset, teamwork and recovery under pressure - the behaviours that shape culture and drive sustained performance.

Network Rail

*Infrastructure
East Midlands Route*

The Challenge

Fragmented leadership culture and declining engagement across a major UK infrastructure organisation.

Our Approach

A six-month senior leadership team programme designed to hard-wire team identity, behavioural alignment and strategic execution. Delivered in three stages, the programme reinforces accountability and alignment at every step

The Outcome

Team working as a team, no more Silos. Leader able to step away from the day-to-day and focus on the strategic movement. The team own the objectives and work together on the delivery.

High Performing Teams Programme

3-stages

6-Months

Nordex Acciona

*Renewables
UK and Ireland*

The Challenge

Constant change in the organisation, skills and mindset required to help with the constant evolution.

Our Approach

20 x 1-day interactive workshops for all personnel across the organisation, delivered onsite, across the UK and Ireland.

The Outcome

All employees reframing negative thoughts, understanding their role to play and driving a winning mentality focussed on business growth.

Change and Winning Mentality Programme

30 sessions

9 months

Dana Petroleum

Oil and Gas
UK

The Challenge

Leadership and process development for an Offshore FPSO. CCL needed to be deemed competent to travel and operate offshore first. We now have multiple personnel qualified.

Our Approach

3 teams, due to rotations, embarked on a 4-stage team programme, with regular visits offshore, to support the leadership and process changes. Stage 1 was delivered at Sandhurst, stages 2-3 and 4 at the location of choice for Dana.

The Outcome

Programme ongoing.

Leadership and Process Development

4-stages, 3 teams

6 months

Agria Pet Insurance

Insurance
UK

The Challenge

Leaders were fatigued by traditional training methods that failed to translate into real-world leadership behaviour.

Our Approach

CCL designed and delivered highly interactive leadership programmes focused on engagement, participation and practical application. Sessions were built around real challenges faced by leaders, ensuring immediate relevance and behavioural focus.

The Outcome

Participants consistently described the programmes as informative, engaging and empowering. Leaders reported increased confidence and left equipped with practical tools they could apply immediately in their teams, driving meaningful leadership behaviour change rather than theoretical learning. Agria is recognised as one of the top 100 places to work in the UK.

Leadership Development

3 stages

6 months

Virgin Media O2

*Fibre
UK*

The Challenge

Many organisations articulate values but struggle to see them consistently reflected in leadership behaviour.

Our Approach

CCL worked with leaders to connect organisational values directly to observable behaviours at individual, team and cultural levels. The focus was on authenticity, respect and accountability.

The Outcome

Leadership behaviours became more aligned, intentional and values-driven. Clients described more authentic leadership, stronger relationships and a clearer sense of purpose across teams, supporting a culture of excellence rather than stated intent alone. [08]

Values and Behaviours Alignment

2 Stages

Rolled out Regionally

What our clients say

“

Interactive courses boosted leadership confidence. Leaders now have actionable tools for daily challenges.

Louise Stott

Managing Director, Deutsche Windtechnik

“

CCL helped us become a more authentic, courageous team during transition. We cascaded this work to middle management.

Vicki Wentworth

CEO, Agria Pet Insurance

“

The opportunity was hugely appreciated, and the Sandhurst setting was a great fit—really reinforcing the ethos behind the programme. The content was engaging, the facilitation excellent, and the impact clear to see. A genuinely valuable experience all round, and the next group of leaders are already looking forward to attending.

Donna Christie

Head of HR and Reward, Dana Petroleum

“

Since working with CCL through the 3-stage High-Performing Team programme, we have achieved all the business objectives agreed at the time and have developed our team behaviours.

Nordex

Leadership Team

What our clients say

“

Given real thought-provoking insight that will drive different actions to achieve positive outcomes

Dana Petroleum

Senior Leader

“

I have learnt how to understand different people's behaviour's and also how my behaviour and self could potentially make situations worse. I have learnt how to better understand myself and what thoughts change my emotions

Section Manager

East Midlands Route

“

Fantastic experience. It's really tailored to all people. Everyone can benefit from this course. It's great to learn about yourself and others. Had a great day. The trainers are very kind and make you feel safe and comfortable. You can easily open up to them and allow them to help you work through your flaws and celebrate your achievements. Thanks for your time Ian and Rory

C&P Leader

Network Rail, Eastern Region

“

Excellent! Really informative and engaging!

Surrey Schools

Head of Development

Who We Are Trusted By

**Glen Dimplex
Professional Appliances**

ACS

Cunard

Nordex

Network Rail

KPMG

**Royal British
Legion**

Dana Petroleum

nadara

Cabinet Office

Harbour Energy

**PA Consulting
Group**

Wolseley

**Agria Pet
Insurance**

Flint Group

15,000+ leaders developed across 15+ marquee organisations

Executive Team



- **Ian Milton** - Founder & CEO. Ex-military, UK Special Forces Advisor, and professional Accident Investigation.

- **Martin Bull** - Advisor and Principal Consultant · Ex Director of RBS, Managing Risk at strategic level with global teams.

- **Paul Nanson Cb CBE** - Ex Major General, led global operations. Ex Commandant of Sandhurst and Director Leadership for the Army. Executive Coach.

- **Prof. Caroline Bainbridge** - Advisor. PhD in Psychoanalysis and Organisational Culture. Executive Coach.

- **Josh Metcalfe** – CCL Business Manager, inspiring the next generation. Studied at Northumbria University.

- **Graeme Marks** - Advisor. Ex CEO Santander Middle East. Corporate strategy Specialist, leader of global teams.

Principle Consultants



A team of highly experienced professionals who will support your journey like they are part of your team.

The Principal Consultants have worked across many sectors and will be your link between meetings and the execution of the delivery.

Consultants



A team with rich experience. Details can be shared on demand. We align the right consultant with the support required.

By The Numbers

500+

Years Combined Experience

12,500+

Leaders Developed

4.8/5 %

Client Satisfaction Rate

20+

Clients

2020

When CCL was founded

20+

Consultants who live the CCL values



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