

Leadership coaching for property and construction, minus the grey suit

Talented people don't leave jobs. They leave pantomimes.

The problem **behind the problem**

Most senior people in property and construction were promoted for being brilliant at the technical bit. Then nobody taught them to run the room, hear the truth, or have the difficult conversation before it turns into a resignation.

The higher they climb, the less they are told, and the more they carry alone. A discretion culture means few will admit it.

When it is the right moment

- A promotion, a new MD or a seat on the board
- A merger, restructure or redundancy round
- A key person leaving, or a succession no one will discuss

Why we start with **feelings**

People are feeling creatures that think, not the other way round. Dread, guilt, going quiet in the meeting, avoiding the one conversation that matters: that is what drives decisions, retention and culture.

So the coaching starts with how a leader feels and acts under pressure, then turns it into things they do differently on Monday.

- A leadership team that will not gel
- A brilliant biller who burns through juniors
- New managers now leading their former peers

What we offer

Offer	What it is	Indicative investment*
Executive Coaching	Confidential 1:1 for a senior leader over six months. Goals agreed with you and the leader at the start, reviewed at the end.	£15,000 per leader. Multi-leader bookings discussed.
Junior Manager Transition Programme	Cohort of up to 10 new managers. Four months, four group sessions plus one individual check-in each.	£12,000 to £15,000 flat
Team dynamics days	Two days: discovery and team session, then an embedding session four to six weeks later. Good after a restructure.	£4,000 for the two days
Workshops and keynotes	Practical sessions on candour, difficult conversations, being talked over, leading former peers.	£1,500 to £2,500 per day

*Indicative, excluding VAT, confirmed in a written proposal after a short call.

How it works

- A 30-minute call. No pitch, no obligation.
- Goals agreed with you and the leader. What is said in sessions stays confidential.
- Sessions are in person in London and Kent or on video.
- A review at the end against the goals set at the start.

Who you would be working with

Emma Snipp (Snippy): fifteen years working in property across the City and West End, including time at Canada Life Investments and The Crown Estate, and a former chartered surveyor. She now coaches senior leaders in property and construction. She knows the sector from the inside, and she is not a retired grey suit.

Need to take it to your MD? **Copy and paste this.**

"We are looking at coaching for [name or team] following [promotion / restructure / departure]. Emma Snipp specialises in senior leaders in property and construction and has worked in the sector for fifteen years. Her approach builds the skills that tend to get dropped under pressure: hearing the truth, having difficult conversations early, and leading through change. Investment is **[from the table]**. A 30-minute call is free and no commitment."