

Edge.

One-to-one, for real impact

unlocq.co.uk



The Unlocq Leadership Suite

Unlock the potential within your people - one mind at a time



About Us

The Unlocq Leadership Suite is a transformational development experience designed to cultivate clarity, confidence, and capability in every leader. Through science-backed frameworks, immersive learning, and practical behavioural tools, we empower individuals to lead with intention, communicate with impact, and navigate complexity with resilience. Whether you're cultivating emerging talent or strengthening senior leadership, the Unlocq Leadership Suite helps you build a culture where people think boldly, act purposefully, and evolve continuously, **one mind at a time.**



Vision

To redefine leadership development by integrating neuroscience and strategy, unlocking confident, capable leaders at every level

Mission

To shape leaders who think clearly, act decisively, and build work communities where people perform and belong

Ethos

- Clarity over complexity: We simplify what matters, without dumbing it down
- Partnership, not prescription: The content is proven. The journey is yours
- Resilience before performance: Sustainable leadership starts with strong inner foundations
- Brain-first leadership: Science that shapes how we lead

Proposition

Unlocq delivers neuroscience-informed coaching and leadership programmes that drive real behavioural change, from emerging talent to the C-suite. We meet leaders where they are and move them forward with precision, presence, and purpose

The Unlocq Leadership Suite

At Unlocq, we believe leadership follows a predictable path, and we've spent over a decade helping organisations prepare for it. From raw emerging talent to seasoned executives leading through uncertainty, we've identified four critical inflection points that shape the modern leadership journey. These are the moments where pressure meets potential, and where real development must happen. That's where the Unlocq Leadership Suite comes in. This neuroscience-led suite of programmes is designed to unlock leadership capability at every level of your organisation, not with generic learning, but through high-impact, evidence-based development grounded in how the brain leads best.

It starts with **Unlocq Aspire**, our foundation programme for emerging leaders. These are the mustangs in your organisation: fast, driven, ambitious, but unrefined. Aspire helps them find direction, step up, and begin their transformation into the unicorns your future needs - confident, capable leaders, able to influence performance across teams, with or without formal line management responsibility.

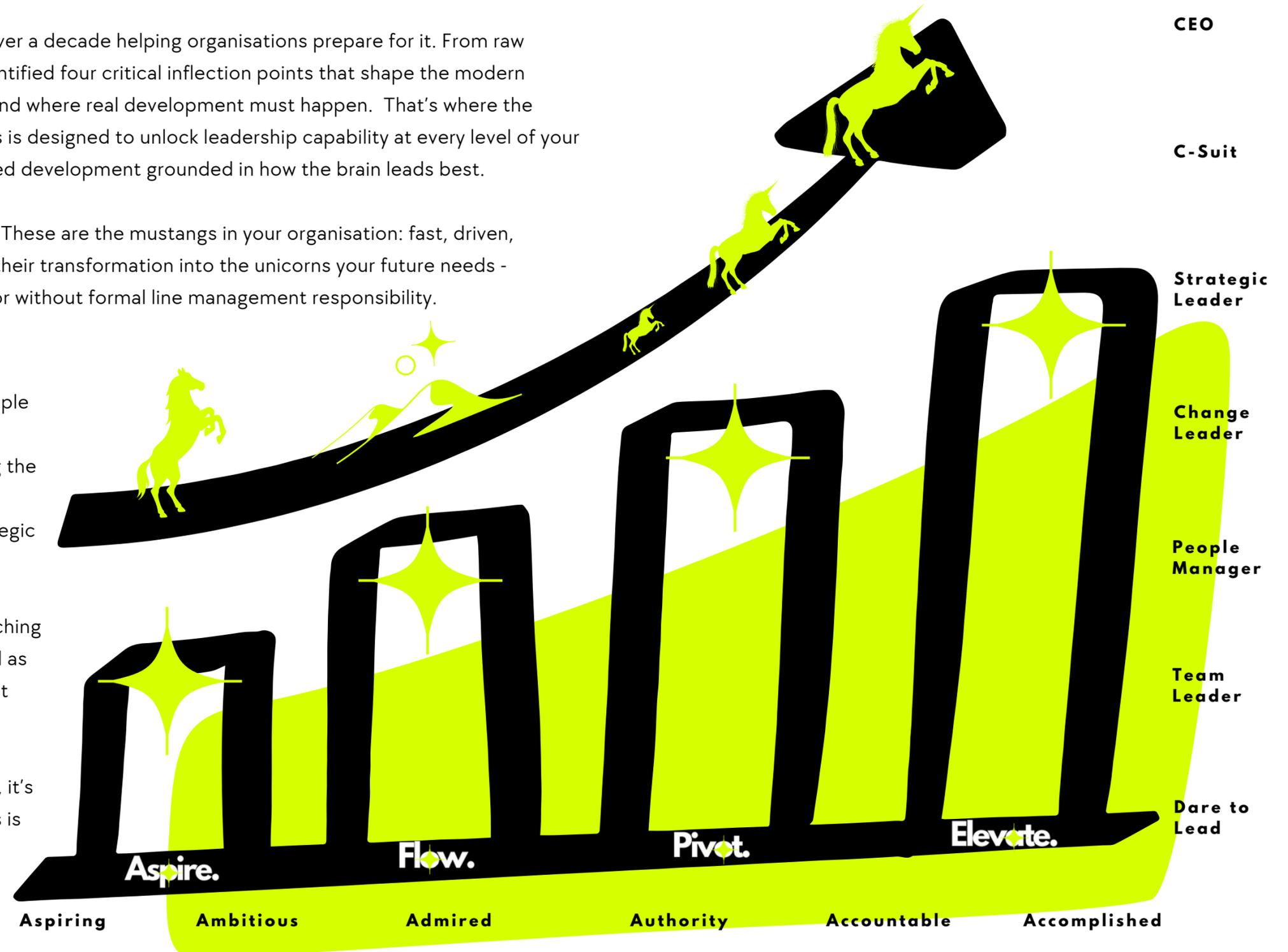
From there:

- **Unlocq Flow** supports mid-level managers navigating the wilderness of people leadership, developing emotional regulation, resilience, and relational skills.
- **Unlocq Pivot** equips change leaders to influence through complexity, using the neuroscience of agility, decision-making, and adaptability.
- **Unlocq Elevate** works with your senior and C-suite leaders to sharpen strategic thinking, cognitive clarity, and system-wide leadership impact.

Throughout, and beyond, sits **Unlocq Edge**, our award winning one-to-one coaching offer for leaders who want something built entirely around them. Whether used as an entry point into the suite, alongside a programme, or to extend development after it, Edge delivers focused, personalised transformation.

What makes the Unlocq Suite powerful isn't just the depth of each programme, it's how they work together to shift leadership, culture, and capability at scale. This is how mustangs become unicorns.

Leadership isn't installed. It's unlocked, one mind at a time.



Why Neuroscience-Based Coaching is a Strategic Advantage for Modern Organisations?



In a world of constant change, complexity, and rising performance demands, leadership success depends less on having the right answers, and more on having the right mindset, behaviours, and internal resources to navigate pressure. That's where coaching makes a measurable difference. And when coaching is grounded in neuroscience, it moves from a reflective space to a results-driven, system-level performance lever.

The Shift in Coaching: From Perk to Performance. Modern coaching is no longer a luxury for senior leaders or a perk for top talent. It's a strategic intervention, embedded in the way high-performing organisations develop their people, shift behaviour, and align leadership to business strategy. Over 70% of people who receive our coaching report improved performance, stronger relationships, and clearer communication. What's more, global studies show an average return on investment of 5 to 7 times the coaching spend.

What Makes Neuroscience-Based Coaching Different? Traditional coaching often focuses on surface-level behaviours or reflective conversations. Neuroscience-led coaching, by contrast, works deeper. It engages the full system of human decision-making, emotional regulation, and behavioural change. In 2026 and beyond, leadership will require:

- Greater psychological flexibility
- Clearer thinking in complex systems
- Behavioural adaptability
- High-trust, high-performance cultures

These aren't trained in a day. They're developed over time, with space to reflect, challenge, and recalibrate. Organisations that invest in this now will build more than skills. They will build:

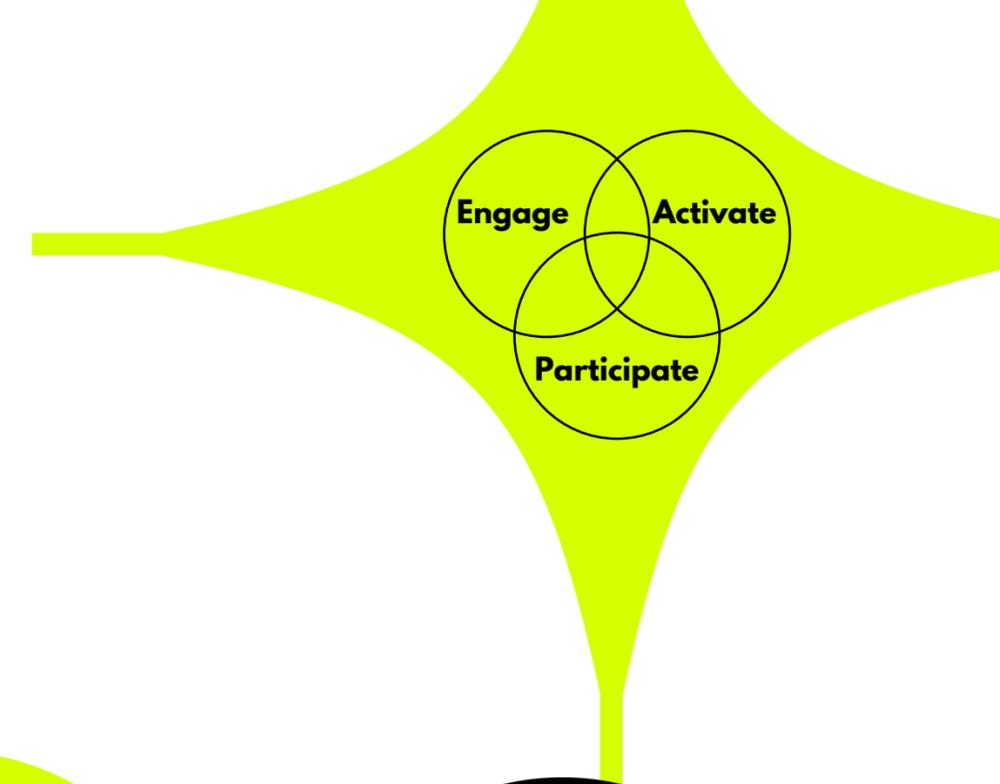
- Resilient leaders
- Agile teams
- Future-ready performance cultures...And the ROI will follow.

Coaching is not a soft skill. It's a strategic edge.



The Award Winning Packages

How we deliver our coaching and you get your edge



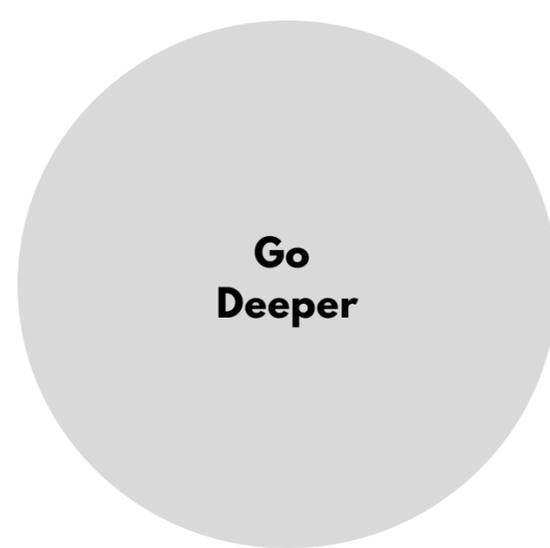
The One Hit Wonder

One issue. One session.
One breakthrough.
Ideal for unblocking a challenge or testing the chemistry for deeper coaching.



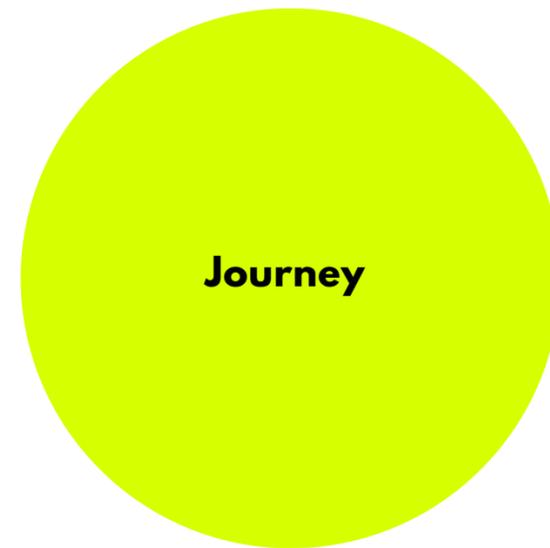
The Leadership Mirror

One powerful session. Total clarity.
A standalone diagnostic session to reflect, reset, and refocus.



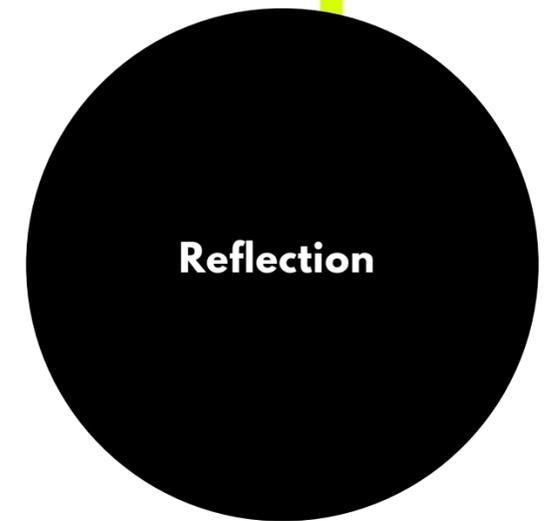
Go Deeper

Three sessions.
One goal. Real progress.
Designed for focused growth, this series supports immediate leadership priorities.



Journey

Five sessions. One coach.
Lasting change.
A strategic coaching journey to embed behavioural shifts and mindset change.



Reflection

Level 1 & 2 evaluation to measure participant satisfaction but also track learning gains and pathways into qualifications/promotions

The Edge Coaching Model

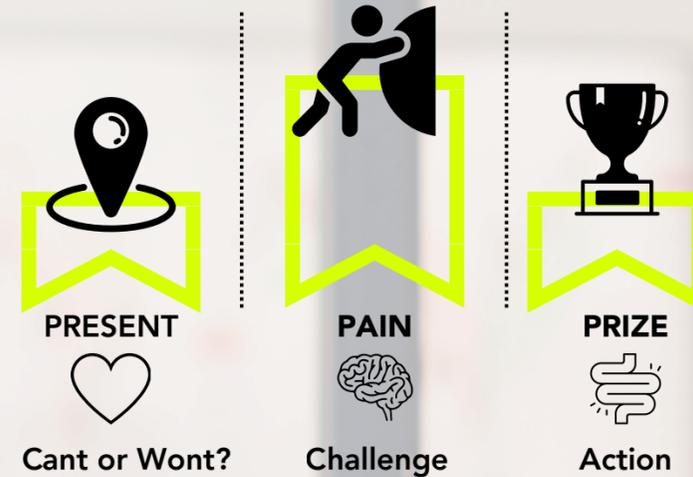
The Unlocq Edge Coaching Model is a precision approach for leaders ready to go beyond surface-level insight and make meaningful shifts in how they think, lead, and show up. At its core, Edge works through three core phases - **Present, Pain, and Prize** - each designed to engage the multiple neural networks we lead from: the head, the heart, and the gut.

We begin by mapping the now. Together, you and your coach explore your current leadership landscape, not just in terms of goals, but in how your brain is interpreting your environment. We check in with your motivational values (heart), your cognitive clarity (head), and your sense of personal agency (gut). This isn't a tick-box conversation. It's a diagnostic that uncovers what's really driving behaviour, or holding it back.

Next, we face what's in the way. This phase uses neuro-based coaching tools to challenge outdated narratives, reveal thinking traps, and break patterns the brain may have coded as "safe" but are now limiting your growth. Together, we unpack high-pressure responses, leadership fatigue, and mindset blockers making space for better decisions, sharper focus, and deeper self-leadership.

Then, we lock onto what's next. Edge coaching is future-oriented, we define a compelling state you want to move towards. This is where we activate the gut brain, anchoring confidence, resilience, and brave, aligned action. Through accountability and behavioural shifts, the result is more than clarity, it's momentum.

Whether it's a single breakthrough session or a longer leadership journey, Unlocq Edge is built for real-world impact, **one mind at a time.**



Let's Hear from Leaders Who Found Their Edge

Real stories. Real shifts. Real results.



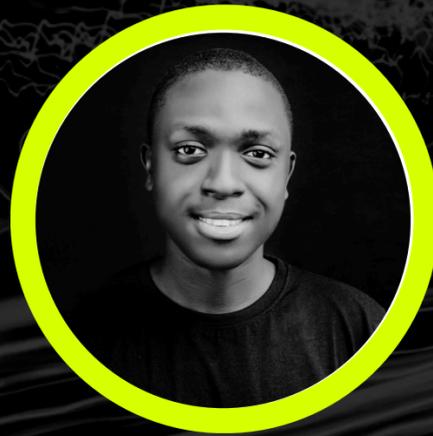
"Edge gave me clarity I didn't know I needed. I came in with a challenge, left with a strategy, and a sense of who I am as a leader." - *Operations Director, Social Impact Sector*



"Edge gave me language for influence at board level. The stakes were high - this gave me clarity, composure, and the credibility to lead change." - *CFO, UK Finance*



Unlocq Edge connected the dots between what I think, feel, and do. I'm sharper now, and my team feels it too." - *Executive Leader, Global Pharma*



"Conflict was draining me. I thought the issue was the team, but Edge helped me own my part, shift my mindset, and lead the turnaround." - *Middle Manager, Leisure & Hospitality*



"Delivering our new people strategy felt like spinning plates. Edge helped me align my energy, clarify my message, and lead with consistency." - *Senior HR Leader, Healthcare Industry*



"I asked for honest team feedback, and got it. Edge helped me take it on the chin, shift without shame, and show up stronger than ever." - *Senior Leader, Engineering*



Emma

CEO, Unlocq, Award Winning Leadership Coach, Accredited in Resilience at Work & CIPD Coaching



Miranda

Master Coach in multiple brain integration techniques (mBIT), and an ACC-accredited ICF coach in Embodied Neuroscience



Liz

NLP Master Practitioner



Nina

Postgraduate Certificate in Coaching and Mentoring from Oxford Brookes University



Ashton

Equity, Diversity, and Inclusion Consultant



Sarah-Jayne

Post Grad Dist, Organisational Leadership & CMI Level 5 Coaching



Dave & Deb

Live Skills Facilitators

The Unlocq Team

The Opportunity for Organisations

Flexible ways to bring Edge Coaching into your organisation:



Ready to Find Your Edge?

Enquire now to book your chemistry session or explore
Edge coaching for your leaders



Whether you're navigating change, stepping up, or sharpening your impact, Edge meets you where you are and takes you further. Rooted in neuroscience, powered by real conversations, and designed to unlock clarity, confidence, and momentum, one mind at a time.

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