



Hi! I'm Hayley and I help managers to be more confident and capable. I help organisations develop excellent managers.

I'm an award-winning chartered psychologist, a certified coach, a high impact speaker, and an experienced management and leadership development trainer.

I do three things:

Speaking

Coaching

Training

Sometimes I work with an organisation in one area, sometimes all three.



Speaking

If you want an off-the-shelf, cookie cutter talk then I'm not your person. But if you're looking for an engaging, thought provoking and relevant-to-your-context talk, then we need to connect!

It's important to me that you and your delegates get value. Your money is precious. Their time is precious. We need to get the most out of both. I do that by taking the time to understand where you and your delegates are at. I want to know what matters most to you and your delegates. What is it you need them to know by the end of my talk? How do you want them to feel? What action do you want them to take afterward? These are important questions and help me create a high impact talk for you.

I offer different speaking services:

Off-the-shelf talks

Bespoke talks

Fireside chats

Presentations

Compering

Panel Q&A hosting

The topics I am asked to speak on cover different aspects of managing and leadership, such as creating a high-performing culture, or communicating with impact, or handling change positively. You'll often find me speaking and then facilitating high energy workshops with managers and leaders.

If you have an event coming up and you need a speaker or host, email hayley@halopsychology.com

"I've been speaking to one of my colleagues who attended your session on management last week and she said it was amazing!"

Head of service in local government

My eight off-the-shelf talks:

How to develop a high performing team

Learn the science behind high performing teams so you can create one yourself!

Grow resilience, nurture wellbeing

Resilience and wellbeing are like plants, needing regular maintenance. Find out the best, practical ways to do this.

How to overcome imposter syndrome

Find out why it's not a syndrome and why imposter feelings might be helpful.

Powerful coaching conversations

Managers who use a coaching style have more engaged and productive teams. Become the coaching manager people want to work with.

Develop a positive personal brand

Reputation is about how others see you. Personal brand is more intentional - it's how you want others to see you.

How to make the most of change

Small or big (or in between), change doesn't have to be painful. You play a big part in how people react to and handle change.

Communicate with influence and impact

Communication is a key skill we need to succeed in work and life. Learn psychology tips to be a brilliant communicator.

Innovation - from idea to implementation

Different stages of innovation require different styles of leadership. Learn how to adapt at each stage.

“To echo the others, your talk on change was absolutely fantastic, so many useful and practical ideas to take into practice. The feedback was excellent.”

Director in healthcare

You can book each of these talks as a 3-hour workshop, or a 90- or 45-minute talk. 45-minute talks are online only. You can choose one of my off-the-shelf talks, or all of them. I can also work with you if you want more bespoke content. The choice is yours!

Format and costs:

	Up to 3 hours	Up to 90 minutes	Up to 45 minutes
Keynote	Yes	Yes	Yes
Audience participation	Yes	Yes	Yes
Group discussion	Yes	Yes	No
Group activities	Yes	No	No
Q&A	Yes	Yes	Yes
Handouts	Yes	Yes	Yes
Bespoke content	Yes *	Yes *	No
Virtual	£3,500	£2,800	£2,400
In-person	£5,000	£4,000	No

All fees quoted exclude VAT, travel and expenses.

*All sessions include some tailoring to adapt to your organisational context. Fees for more specific bespoke content and the development of new exercises etc. will be discussed and agreed in advance.

** In person fees include the travel time of up to 4 hours from BN25. Travel time beyond this, plus any that require an overnight stay or international travel, will be quoted individually.

Book me as a speaker: hayley@halopsychology.com

“Thank you so much and thank you for such and engaging and informative session on creativity and innovation. Learned so much.”

Director in transport sector

www.halopsychology.com



I coach because I believe that the root of happy workplaces is good management and leadership and I want managers and leaders to be and do better. My practice is guided by the values of respect, curiosity, and compassion. I walk alongside as an accountability partner with my clients, providing a balance of support and challenge and a space to breathe and think.

In my experience, deep down, clients know what to do or how to be but hold back, normally due to a lack of confidence or because of fear. By getting clear on existing strengths, I help clients use these as the foundation from which to experiment and make small changes in being and doing. My aim as a coach is to help my clients achieve greater self-awareness, clear thinking, insight, and courage so they trust in themselves, are more intentional, and own their choices.

There are three ways to work with me as a coach:



1. Private bespoke coaching

This is for people who own their own small business (I work with a lot of other psychologists and consultants), or it might be that your organisation doesn't have the budget but you still want coaching (so you are paying from your own money). Sessions can be a one-off through to a series of sessions. All sessions for private paying clients are pay-as-you-go.

	30-minute chemistry call	60-minute session	Half-day strategy session	Full-day strategy session
Virtual	FREE	£200	£750	£1,500
In-person	No	No	From £1,500	From £3,000

All fees quoted exclude VAT, travel and expenses.

** In person fees include the travel time of up to 4 hours from BN25. Travel time beyond this, plus any that require an overnight stay or international travel, will be quoted individually.

2. Corporate coaching - individual

There are two types of one-to-one coaching I offer:

Executive coaching

Typical roles: C-suite, executive director and director level, and company founders of SMEs.

Example areas of focus: Developing executive presence, strategic thinking, growing the business, developing influence and impact, creating better work-life harmony.

There are two options - online or hybrid option. Hybrid means the first and last sessions are in-person. For the 12-month package, there will also be an in-person session at session six.

	6-month package	9-month package	12-month package
Virtual	£4,200	£6,000	£7,800
Hybrid	From £6,350	From £9,000	From £12,000

All fees quoted exclude VAT, travel and expenses.

** In person fees include the travel time of up to 4 hours from BN25. Travel time beyond this, plus any that require an overnight stay or international travel, will be quoted individually.

“Your ability to listen without judgement, ask insightful questions and push me outside my comfort zone made a real difference to how I engaged with the process.”

Strategic director in local government

Management coaching

Typical roles: Heads of service, team managers, operational managers, project managers.

Example areas of focus: Team performance, planning and prioritising, stress management, managing relationships at work, communication strategies.

	6-month package	9-month package
Virtual	£3,150	£4,500
Hybrid	From £4,600	From £6,500

All fees quoted exclude VAT, travel and expenses.

** In person fees include the travel time of up to 4 hours from BN25. Travel time beyond this, plus any that require an overnight stay or international travel, will be quoted individually.

3. Corporate coaching - group

Many organisations are turning to group coaching as a way to leverage the positive power of coaching, while keeping costs down. Group coaching is a great way to develop specific skills and build collaborative relationships with peers from other parts of the same organisation.

The maximum number of people for group coaching is eight people, and the minimum number is four. This allows for a good range of views and ideas during each 90-minute session. Groups should be based on the similarity of the issues they want to work on.

Examples of group coaching topics: Managing and leading change effectively, looking after the wellbeing of ourselves and our teams, building high-performing teams, creating a feedback culture.

Group coaching programmes on offer:

- 4-month programme - 4 x 90-minutes (one session a month)
- 6-month programme - 6 x 90-minutes (one session a month)

	4-month programme	6-month programme
Online	£750 per person	£1,125 per person
100% in-person	From £1,500 per person	From £2,250 per person
Hybrid - first and last sessions in-person	From £1,125 per person	From £1,700 per person

All fees quoted exclude VAT, travel and expenses.

** In person fees include the travel time of up to 4 hours from BN25. Travel time beyond this, plus any that require an overnight stay or international travel, will be quoted individually.

Book a free discussion: hayley@halopsychology.com

“I can’t recommend Hayley enough if you are looking to grow and change for the better in your attempts to reach your personal or professional goals. Everyone has the answer to how they reach their goals, buried deep down, and Hayley expertly digs it out of you.”

Head of service in local government



Training

I believe in tapping into the wisdom of a group whenever I facilitate learning events. Good training isn't just about the facilitator imparting knowledge, it's about creating spaces for people to connect, collaborate with and learn from each other.

There are three ways to work with me:



Ready-to-go courses



Bespoke workshops



Mini masterclass

Whichever you choose, I have a standard process to ensure you get excellent value for your investment, and your delegates get excellent value for their time:

Before the learning event

We will have an initial planning meeting and then, depending on the scale and scope of the event, we may have further design meetings. I'll clarify the specific learning outcomes you need to achieve, which will tie into evaluation afterward. We'll also explore the context, and what typically works (and doesn't) with the group you want me to train or facilitate. I always aim to work with you, not do to you.

During the learning event

I might use a mix of approaches, tools, and techniques but always underpinning everything I do and share is a clear and strong evidence-base. This means you and your delegates can feel confident in what they're learning about. I also ensure there is space for reflective practice and depth of discussion - two things we know from the research that are crucial for management and leadership learning.

After the learning event

I'll check in with you to get initial thoughts and feedback. For training courses, I will follow up with a one-month and six-month evaluation. This will give you data on what learning has stuck, what might have fallen by the wayside, and recommendations for getting more out of your investment.

Book me for training: hayley@halopsychology.com

1. Courses

I have five ready-to-go courses:

How to build a high-performing team

My flagship (and most requested) course. We explore the key characteristics of HPTs and dig into managing others, managing the business, and managing self.

The confident coaching manager

A practical session where delegates learn the fundamentals of coaching and come away having practiced three key coaching frameworks to use in teams.

Powerful feedback conversations

We explore the psychology of feedback - why we dread it, why we avoid it. Delegates learn and practice techniques to help feedback meaningfully.

How to lead change

A highly practical course where delegates will learn how to support, engage and motivate employees. Change doesn't have to be painful!

Wellbeing and resilience: The foundations for performance

Delegates will explore powerful tools and strategies to help them look after their wellbeing, and support the wellbeing of their teams.

You can book each of these courses as a full day or half-day. They can be standalone or integrated as part of a wider management or leadership development programme. For half-day, I will work with you to agree the content to be kept from the full day version.

Format and costs:

Indicative pricing	Half-day	Full-day
Online	From £2,500	From £3,500
In-person	From £3,000	From £4,500

All fees quoted exclude VAT, travel and expenses.

** In person fees include the travel time of up to 4 hours from BN25. Travel time beyond this, plus any that require an overnight stay or international travel, will be quoted individually.

“Hayley stepped in to provide support for our heads of service and directors leading significant change programmes. Despite the short lead time, Hayley took time to understand our challenges and ensure a cultural fit between the materials and the organisation. Great session following strong engagement to address our specific needs.

No hesitation to recommend.”

Organisational development manager in public sector

www.halopsychology.com

OD Programme

In addition, I have a specialised two-day organisational development (OD) programme. This is aimed at anyone working in HR, OD and L&D, wanting to deepen their expertise and consulting skills.

The programme can be delivered in-person for two consecutive days. It can also be delivered virtually, in a modular format - with a 90-minute to 2-hour session once a week for eight weeks.

Online - modular	£599 per person
In-person - two consecutive days	£699 per person

All fees quoted exclude VAT, travel and expenses.

** In person fees include the travel time of up to 4 hours from BN25. Travel time beyond this, plus any that require an overnight stay or international travel, will be quoted individually.

“The OD programme was packed with resources, tools, and techniques to help our internal consultants develop their confidence and capability. Hayley took the time to understand our challenges and adapt the programme to meet our needs. In my experience, trainers often repackage established courses which, in turn, may not always meet specific learning needs and challenges. This is absolutely not the case with Hayley.

I can thoroughly recommend Hayley. So much so, we are repeating the programme again for those who couldn't make it the first time!”

Head of organisational development, local government

2. Bespoke workshops

I work with organisations to deliver workshops and events that bring together groups of leaders and managers. Most typically, this is off-sites and away days for management and leadership teams wanting time and space to explore, discuss and reflect on certain topics. A recent example, is a leadership off-site focused on accountability and leading change with the top 100 managers in the operations department of a finance organisation.

Topics I am most often asked to create bespoke workshops about are:

Accountability and performance

Brilliant communication

Creativity and innovation

Leading change

Wellbeing and resilience

Indicative pricing	Half-day	One-day	Two days
Virtual	From £2,500	No	No
In-person	From £3,500	From £5,000	From £10,000

All fees quoted exclude VAT, travel and expenses.

** In person fees include the travel time of up to 4 hours from BN25. Travel time beyond this, plus any that require an overnight stay or international travel, will be quoted individually.

“Hayley has been working with me for over a year, supporting me as CEO to develop my senior leadership team. The workshops she has delivered have proven to be hugely valuable. My team look forward to these days and I have seen tangible results, with the leaders working better together and achieving some impressive milestones despite the significant challenges we are facing.

I would highly recommend Hayley. She is perceptive, adapts to situations quickly and helps us get what we need out of sessions. There is nothing fluffy in how she works. She is hugely knowledgeable and experienced.”

Chief executive in charity sector

Book me for training: hayley@halopsychology.com

3. Mini masterclasses

Maybe time is short, or maybe you have a limited budget, or maybe you know your managers have short attention spans. Or it might be all of these! Whatever the reason, the mini masterclass is seen by many organisations as the perfect learning answer. Short, sharp and always on point.

Masterclasses are online only and can be recorded for use as part of the wider learning portfolio in your organisation.

Here are examples of topics I have been asked to create masterclasses about:

Powerful coaching conversations

Influence and negotiation

Feedback skills

Developing a positive personal brand

Healthy productivity

The do's and don'ts of wellbeing

Hybrid working that works

Creativity and innovation

	60-minute	90-minute
Virtual	£1,750	£2,500

All fees quoted exclude VAT.

Book me for training: hayley@halopsychology.com

“Hayley has delivered a number of management masterclasses for us. Her ability to synthesize complex information and package it in an accessible and inspirational way is second to none. I always leave her masterclasses with my head buzzing with ideas about how to be a better leader, take better care of myself and others, and create a work environment that is happy, healthy, creative, and productive. On top of all this, she is professional, warm, and dynamic.”

Founder of an SME