



Helping employees stay confident, resilient, and engaged, and helping organisations create the conditions where that confidence can thrive.

Every organisation has moments where people wobble: a maternity return, a role change, a restructure, a burnout scare.

These moments can derail confidence and performance unless the right support is in place.

My work helps people back on their feet and helps organisations build cultures where confidence can grow.



1:1 Coaching Retainers

For the individuals navigating identity, performance, and self-doubt challenges.

Supports:

- Maternity returners
- Redeployment
- Burnout risk
- Staff stepping into new roles
- Employees affected by organisational change
- Confidence dips

What employees gain:

- Clarity
- Resilience
- Renewed confidence
- Improved engagement

How it works:

- 3–6 months retainers
- 2 online sessions/month
- Light messaging support



Workshops

Supporting teams through change with the confidence and clarity needed for strong performance.

Topics:

- Resilience & Confidence
- Navigating uncertainty without burning out
- Identity & self-belief at work
- Boundaries, energy & performance
- Communication & self-advocacy

What employees gain:

- Practical tips
- Interactive sessions
- Actionable from day one

How they work:

- 2-3 hours each
- Scheduled to suit your organisation
- In-person/virtual
- Book individually or as a series



Thrive Digest (Newsletter Corporate Subscription)

A monthly workplace wellbeing resource designed to embed micro-practices into the workday.

Each issue includes:

- Coaching tip
- Deep dive in monthly theme
- Nutrition/Lifestyle tip
- Yoga video

What employees gain:

- Simple actions that build momentum
- Tangible improvements in daily habits
- Sustainable performance through micro-practices

How they work:

- Delivered electronically
- 1 theme per month
- Low effort for HR/Managers
- High follow-through

WHY SMEs USE THIS

Meets people where they are • Reduces burnout and emotional load • Strengthens confidence and clarity during change • Improves engagement and performance • Provides HR & Managers with practical, behaviourally intelligent tools • Supports healthier team dynamics • Helps retain talent during high-risk moments

WHAT I DO

I help organisations retain talent and protect performance by supporting employees through the moments where confidence and engagement are most at risk, and by strengthening the culture around them.

ABOUT ANNE-SOPHIE GOSSAN

Disruptions Career Coach & Founder of Inner Spark Coaching • Specialist in confidence, identity & sustainable performance • Based in Essex, supporting SMEs across the UK

