



EXECUTIVE MENTORING

You don't have to work it out alone.

For the owner, founder or senior leader carrying the weight of decisions that won't resolve.

A confidential thinking partnership - one to one with Graham or Laura - to get to the heart of what matters most to you, help you move forward, and stay with you throughout.

There are particular kinds of problems that come with being the one in charge.



When you lead, the hardest problems are rarely the technical ones. They are the ones with no clean answer - where every option costs something, and where the person who has to decide is you.

You can't always take them to the team; it is their livelihoods on the table. You can't always take them home; you have carried enough there already. And the people around you, however capable, are mostly waiting for you to be the one with the answer.

So you turn it over on your own - late at night, on the drive in, in the gaps between everything else. Sometimes that works. Often it simply goes round in circles.

This is the moment a thinking partner earns their place. Not someone to hand you an answer, or to tell you what they would do. Someone qualified to ask the questions that get past the surface of the problem to what is really going on beneath it - and to stay with you until it is genuinely resolved.

That is the whole of what we do. We are both fully qualified executive coaches, and we have sat in the seat you are in. What follows is a short introduction to how we work, and who it tends to be right for.

We hope it gives you something useful to sit with.

— *Laura Wheatley & Graham Hardy*

PARTNERS, INFUSION

A thinking partner, not a talking one.

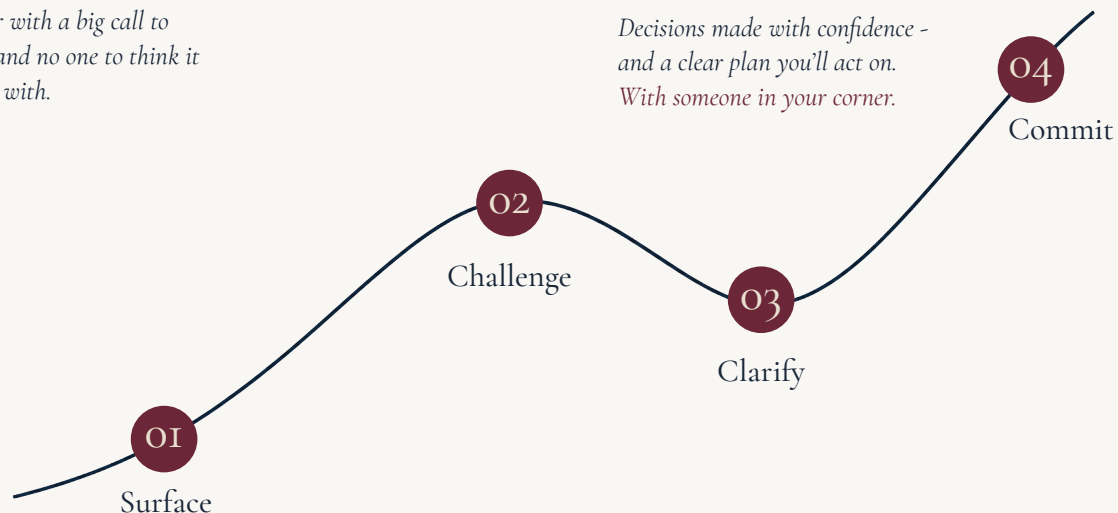
Every conversation follows the same quiet discipline - and returns to it as often as you need.

WHERE IT BEGINS

A leader with a big call to make - and no one to think it through with.

WHERE IT LEADS

Decisions made with confidence - and a clear plan you'll act on. With someone in your corner.



O1 Surface

THE REAL ISSUE

We get underneath the presenting problem and name the real issue - the one that is actually driving everything else. Naming it often changes the conversation on its own.

O2 Challenge

A QUALIFIED OUTSIDE VIEW

We test your thinking, put alternatives on the table, and explore the obstacles - spoken and unspoken - that might be standing in the way.

O3 Clarify

THE RIGHT CALL

The noise falls away. You get clear on what actually matters, land the right call, and know exactly what your next steps are.

O4 Commit

QUIET ACCOUNTABILITY

Clear next steps, and accountability as you act - with a sounding board beside you all the way.

THE ENGAGEMENT

Confidential. Considered. Ongoing.

The difference a qualified thinking partner makes.

Anyone can offer an opinion. Getting to the heart of a problem is a discipline - and a qualification.

QUALIFIED TO ASK, NOT JUST ANSWER

Trained to ask, not just answer.

Both Henley - and Animas - trained executive coaches, and Certified Exit Planning Advisors - trained to hear what sits beneath the presenting problem, and ask the question you had not thought to ask.

A PRIVATE SPACE

Entirely confidential, entirely yours.

Somewhere to say the things you cannot say elsewhere and to be challenged honestly, in your interest.

A RHYTHM THAT FITS

Confidential. Considered. Ongoing.

Sessions at a rhythm that suits you, with a partner who returns to the same quiet discipline as often as you need.

REAL OPERATING EXPERIENCE

We have carried the weight ourselves.

Between us, decades leading large, complex organisations under real pressure, including a division of a FTSE-100 bank through the 2008 crisis. We understand the seat you are in.

BESPOKE, NEVER OFF THE SHELF

Built around you, and your pace.

No fixed programme and no template. The work is shaped entirely around your situation, your pace, and the outcome you are working towards.

WHAT YOU WALK AWAY WITH

Decisions made with confidence.

A clear plan you will act on, and one trusted mind to help you think, decide and lead with intent. Not another adviser with a deck.

You probably don't need more information. You need to think more clearly.

A few of the moments when leaders tend to reach for us.

O1 There is a decision you keep circling.

You have had the facts for weeks. What is missing is not more data - it is the clarity, and the nerve, to commit.

O2 There is no one to say it out loud to.

The board wants confidence. The team wants direction. There is nowhere to simply think aloud without it landing on someone.

O3 The issue on the agenda isn't the real one.

What is written down and what is actually keeping you awake are rarely the same thing. The real one seldom gets named on its own.

O4 Something has been sitting unresolved for too long.

A relationship, a role, a conversation you know you have been avoiding. It is quietly costing you more than the decision itself.

O5 You want to lead at your best - not just keep up.

Nothing is wrong, exactly - you simply want to be sharper. A trusted mind beside you raises the level of your thinking, your decisions, and your leadership.

If more than one of those landed, that is usually the moment a conversation is worth having.

The first conversation is unhurried, exploratory, and on us.

BOOK A CONVERSATION HERE

info@infusion-group.co.uk

If a thinking partner is not what you need right now, there are three other ways we work.

Executive mentoring sits within a broader Infusion practice. Depending on where you are, one of these may be the right starting point.

01 The Value Blueprint

VALUE ADVISORY

Our structured, bespoke journey that takes a capable business and makes it genuinely ready - to sell, to pass on, or to run brilliantly without you. Value built in the business, readiness built in the owner.

Best fit: established owners preparing for what comes next, on their terms.

02 The Freedom Framework

GROWTH & SCALE

Our proven six-pillar operating programme for established businesses that want to grow with structure rather than chaos. Strategy, leadership, operations and performance - sequenced so the business begins to run without the owner at the centre of everything.

Best fit: £1m to £5m businesses ready to scale on purpose.

03 Bespoke Consulting

HANDS-ON ADVISORY

Targeted work on a defined problem. A strategy reset, a leadership team realignment, an operational diagnostic, a value-readiness review. Scoped tightly, delivered properly, with full accountability for the outcome.

Best fit: business owners who want answers built for them, not pulled off a shelf.

| Nothing we do is off the shelf. Every engagement is crafted around you, your business, and where you are trying to get to.

A boutique advisory practice, run by the two people who do the work.



Laura Wheatley

PARTNER · CERTIFIED EXIT PLANNING ADVISOR

Laura is a born facilitator who draws the best from people and teams. After a decade in Financial Services leading multi-million-pound strategic change programmes - including building an award-winning Bid Services Team for a Top 5 Payments acquirer - she now partners with owners and leadership teams as they prepare their businesses for the next chapter.

Transformational Coach (Animas) · Master NLP Practitioner · GC Index Partner · DiSC Practitioner · CEPA



Graham Hardy

PARTNER · CERTIFIED EXIT PLANNING ADVISOR

Graham is a strategy, planning and operations specialist who spent over twenty-five years leading large, complex functions in Financial Services -including serving as COO of a restructuring division of a FTSE-100 bank through the 2008 credit crisis. He knows exactly what it takes to build, lead and prepare a business so that, when the moment comes, the owner has options.

Executive Coach (Henley Business School) PRINCE2 Practitioner · CEPA

START THE CONVERSATION

If anything in these pages resonated, we would welcome an hour of conversation. No pitch and no obligation - just an honest, confidential read on whether we are the right thinking partner for what you are facing.

BOOK A CONVERSATION HERE

EMAIL

info@infusion-group.co.uk

CALL

07525 343582

WEB

infusion-group.co.uk