

LET GO TO GROW

A practical coaching programme that helps talented researchers shift from “safe pair of hands” to confident delivery leaders – without dropping standards.

The best researchers reach a point where they are excellent at project delivery, so excellent that it's hard for them to let go of it. They've built their identity & career success thus far on being technically proficient: strong research design, thoughtful analysis, and compelling storytelling.

But at AD level and above, the job changes.

Your value isn't only in what you produce - it's in what you unlock in others

Let Go to Grow supports that identity and habit shift: clearer delegation, more coaching (less correcting), and feedback that raises the bar without fear.

How it Works

A 12-week, small-group implementation programme built around real work experiments (not theory).

Each module helps participants:

1. Spot the pattern (where they grip, rescue, over-function, avoid)
2. Name the cost (time, quality risk, team capability, personal growth)
3. Choose the leverage point (delegate, coach, set a boundary, give feedback)
4. Design a small experiment (low risk, high learning)
5. Run it in live work that week
6. Review + lock in what becomes the new standard

Support + accountability includes:

- Pre & post benchmarking to track behaviour change and momentum
- A weekly buddy check-in (10 mins)

The 4 Modules

1. Identity and Mindset - Re-Defining Delivery

From delivery as personally doing something to a high standard
To delivery as setting the bar high and enabling others to hit it

2. The Set Up - Plan exactly how, what and when to Delegate.

Move from reactive delegation (“I’m overloaded, take this”) to intentional delegation with clearer roles, standards, check-ins, and what “great” looks like.
Includes a reusable Delegation Brief approach

3. The Follow Through - Coaching through Challenge

Tackle the classic rescue moment: work comes back not-quite-client-ready.
Replace “I’ll just fix it” with a coaching intervention that grows capability without sacrificing quality. Participants build a repeatable 5-question coaching tool and practice it between sessions.

4. The Feedback - Learning and Growth

Make feedback normal, timely, and useful — so standards rise without anxiety.
Practice direct, kind feedback, handle defensiveness, and build “next time” agreements that protect quality and momentum.

Each module is designed to be 90 minutes in length and run online. In person available (for an extra fee)

Who's It For?

- Senior researchers / project leaders (RM / PD level) moving into AD-style delivery leadership
- People who care deeply about quality — and feel the weight of being the “one who makes it good”
- Teams where junior growth can be accelerated and senior directors are carrying too much of the training / coaching of junior team members.

Outcomes:

For the participant:

- Internal “permission” to lead — without feeling they’ve abandoned the work
- More capacity and less cognitive load
- Stronger relationships: fewer tense corrections, more growth-oriented conversations
- Reusable frameworks and templates (delegation brief, coaching questions, feedback models) they can keep using long after the programme

For the team / business:

- Reduced “RM rescue” time and fewer delivery bottlenecks
- Faster junior progression and stronger bench strength
- Less reliance on senior leadership for day-to-day coaching
- More consistent quality through clearer ownership and standards
- Retention upside: high performers stay because the role becomes sustainable and developmental, not exhausting

Investment

£1250 per person (minimum 3 per cohort, max 6)

Next Steps

If you want your researchers to lead delivery with more leverage - without lowering the bar, then get in touch: zoe@youburnbright.com.