



Coaching Consortium International(Pvt)Ltd
Since 2025

Leadership Practice Facilitation

for team leaders, middle and senior leaders
to engage and mobilize employees.

Unlocking Human Potential Through
Facilitating Executive Education





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Introduction

Brief Overview

Leadership, when ***practiced*** with intention and consistency, becomes the quiet force that shapes culture, guides performance, and secures long-term success. At ***Coaching Consortium International***, we facilitate the growth of leaders across all levels—operational, functional, and strategic—through carefully structured engagements that align people, purpose, and performance.

Rooted in proven frameworks and guided by real-world wisdom, our approach elevates leadership from occasional inspiration to everyday influence. We believe the true measure of leadership lies not in bursts of motivation but in the steady cadence of decisions, conversations, and actions that move organizations forward.

Key Objectives

1. **To cultivate a disciplined leadership ethos** anchored in daily practices that reflect strategic clarity, personal integrity, and organizational purpose.
2. **To empower leaders at every tier**—from operational leads to senior executives—with the capacity to perceive systems, navigate complexity, and respond with intentionality.
3. **To foster deeply engaged teams**, where trust, respect, and psychological safety form the foundation of collective excellence.
4. **To translate leadership presence into measurable progress**, aligning individual and team performance with sustainable business imperatives.
5. **To strengthen cross-functional synergy**, dissolving silos and fostering a culture of agile, interconnected leadership that advances shared goals.



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About Us

Company background

Coaching Consortium International is a premier leadership development and executive coaching firm dedicated to cultivating consistent leadership practices that drive sustainable business results. The consortium supports leaders across operational, functional, and senior levels through services such as team effectiveness, career transitions, and strategic alignment. At the core of its methodology is the **Leadership Circle Profile™ (LCP)** —a cutting-edge 360° assessment from The Leadership Circle USA that uncovers patterns of thinking and behavior influencing leadership effectiveness. The consortium's faculty comprises **ICF-accredited Professional Certified Coaches (PCC)**, each bringing over a decade of corporate leadership and adult learning expertise. With a collective experience of more than **1,500 hours in coaching and facilitation**, the team delivers actionable insights and measurable leadership impact.

Our Vision

To establish a new paradigm of leadership where transformative development through awareness, attentive inquiry, and compassionate action becomes the cornerstone of organizational evolution and human potential realization.

Our Mission

We nurture leaders to grow with wisdom and purpose, empowering them to create lasting positive impact for their teams, organizations, and communities.



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Our coaches & mentors

Jayantha Fernando
Executive Coach| Mentor



Lal Chandranath
Mentor-Strategic Management



Ramesh Nonis
Mentor-Sales & Brand Strategy



Eng.Lasantha Wijeweera
Mentor-Process Consultant



Aruna Jayasekera
Leadership Coach| HR Consultant



Nadeesha Jayasinghe
Executive Coach | Mentor-
Strategic HRM





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Our coaches & mentors

Natalie De Niese Mentor
| EDI & Communication



Eng.Krishantha Wimalasiri
Mentor|Consultant



Anjali Wickramasinghe
Psychological Counsellor
EMDR Therapist & Life Coach



Shaym Perera
Trainer| Mentor Customer
Expeirince



Priyanthi Guruge
Executive & |Well-being Coach





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Our Learning Facilitation Framework

Our generative inside-out proprietary 3AC Adult Learning Facilitation framework can be applied to enable candidates to achieve the following through the learning engagement process:



Compassion	Wholistic Awareness: Reflect and gain personal insights on their behaviours, and the challenges they may face in their roles at work	Candidates will be supported to gain awareness on: • Context and Self • Identity, core values, and core beliefs are sub-conscious drivers and thinking patterns • Recognizing the gaps and setting a focus point for developmental change. • Moderating emotions
	Appreciative Inquiry for critical understanding: Gain clarity on their developmental intention by recognizing strengths, limitations, and areas for vertical growth.	Candidates will be supported to get clarity on: • Relationship between current mindset and current reactive behaviors • Re-strategizing the relationship and with a greater understanding of the whole. • Uncover the power of regeneration and creative tension to overcome the challenges or resolve them. • Rechanneling energy focus to the desired growth areas
	Intentional Action: Formulate actionable development plans based on feedback and insights derived	Candidates will be supported to make strategic choices • Action plans that support them towards their end-goals • Choose future behaviors with full awareness and clarity • Lean on their strengths to create accountability • Lean on the strengths of others to support the organization's goals

We can ensure the standard and consistency of the learning experience through our panel of trainers and mentors:

- Holds minimum Professional Certified Coach (PCC) credential from the International Coaching Federation (ICF)
- Possess minimum of 10 years corporate management experience
- Maximum of 10 years of Adult learning facilitation
- Minimum of 1500 hours of training coaching and mentoring experience.



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Leadership Practice Facilitation

To engage team leaders, middle and senior leaders and mobilize employees

Benefits of investing

- **Improved Team Alignment:** Leaders learn to set clearer goals, create shared accountability, and reduce confusion — boosting team productivity.
- **Faster Decision-Making:** With tools to diagnose when to direct, mentor, or coach, leaders can act decisively in high-stakes situations.
- **Higher Employee Ownership:** Personalised engagement strategies empower individuals to take initiative and deliver consistent results.
- **Reduced Turnover & Burnout:** Leaders equipped with relational intelligence can spot early signs of disengagement and intervene constructively.
- **Better Time & Resource Management:** By responding appropriately to situational demands, leaders allocate energy where it matters most.
- **Performance Uplift:** Consistent leadership standards and clear feedback loops drive sustained improvement across teams.



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Strategic impact

- **Culture of Experimentation:** Psychological safety and effective coaching behaviors encourage risk-taking and idea-sharing.
- **Future-Ready Talent:** Leaders are equipped to spot and nurture potential — building a resilient, high-capacity talent pipeline.
- **Cross-Level Collaboration:** Facilitation practices enhance alignment between team leaders, middle managers, and senior leaders — accelerating innovation flow.
- **Leadership Brand Strengthening:** A visible investment in people leadership enhances your employer value proposition and internal culture.
- **Strategic Agility:** Adaptive leadership behaviours foster flexibility and responsiveness in times of change or disruption.
- **Innovation Through Inclusion:** Leaders are trained to recognize diverse perspectives and convert them into innovative solutions.



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Types of Learning interventions

Leadership Assessment

- Leadership assessment, debriefing and development goal setting for leader's growth and to unleash leadership potential.

Training-workshops

- One day to 2 day workshops to enhance leader effectiveness and accountability.

One-on-One Coaching/Mentoring

- One-on-one Executive coaching for Leadership Behavioural development.
- One-on-one developmental mentoring by the subject matter experts.

Group coaching/ Mentoring

- Group coaching for collectively effective leadership and team cohesion and team performance.
- Developmental mentoring for small group (6-8 members by an experienced mentor.)



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Our Approach to facilitate your learning

How We Facilitate Adult Learning

01

Interactive learning
dialogues

02

Engaging learning
activities

03

Answer based
self reflections

04

Personalized micro-
coaching and
mentoring

05

Learning Case
Studies

06

Simulations



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Customized Solutions

Industry-specific Leadership Development

We design tailored leadership development experiences to meet your organisation's unique needs. Whether you're strengthening first-line managers, aligning middle leadership, or enhancing executive presence, our facilitation integrates real-time business challenges with proven frameworks.

Through diagnostics, coaching, and action-learning, we equip leaders to boost productivity, inspire innovation, and lead with clarity. From one-off interventions to multi-level programs, we ensure each solution is practical, measurable, and scalable for long-term impact.

Let us help your leaders grow into catalysts of performance and transformation.



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Key Benefits

What Your Business Gains from Our engagement

01

Enhanced creative leadership skills

02

Increased productivity and efficiency-collective functional leadership

03

Stronger workplace culture and engagement through structured leadership development

04

Enhanced leader confidence through practice



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Leadership Assessment

feedback and de-briefing and personal development planning



- Enhanced creative leadership skills
- Increased productivity and efficiency-collective leadership

EVERYTHING
A Wiley Brand



ence
HOGAN



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Learning Facilitation Methods

Online learning (webinars)

**Online (Zoom) Training delivery,
coaching and mentoring**

In-person Workshops

**In-person workshop at client's
premises**

Public programs

Leadership Retreats

Blended learning approaches

**Blended learning program =
Assessment+Be-briefing and goal
setting + training
workshops+Coaching and
Mentoring**



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Success Stories



Pathma Kumara Warnakula
MBA, PGD in BM, CBA, GMILT

Jayantha is an excellent mentor and coach I have met, his approach to the mentoring process is splendid. He was able to quickly understand my requirement and designed the mentoring program accordingly. He is a very good human being with in-depth knowledge of identifying skills and competencies gaps of young leaders to reach their fullest potential.



Dr.CLARE (GAKENIA) MACHIRA
DBA, MBA, PCC - ICF

Having experienced coaching sessions , training sessions and mentoring sessions with Jayantha Fernando PCC, I will describe his coaching style as intuitive, bringing a deep sense of self appreciation to the person being coached. He is able to discern what matters and as a result is able to ask transformation questions thereby bring impactful difference to those coached by him. The vast experience in the corporate environment have served Jayantha in equipping him to impactfully serve the corporate sector. As a colleague he is extremely pleasant and an outstanding member of a winning team. I greatly appreciate working with Jayantha Fernando.



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Client Testimonials



**HR Practitioner | ICF Accredited (PCC)
Executive, Leadership & Personal Coach | NLP
Personal & Business Practitioner | Hobbyist
Photographer | Author**

I first met Jay (as many of us have begun to call him) a little more than five years ago, when I enrolled for a Transformative Coach certification program facilitated by the Coach Masters Academy. Throughout the years, every encounter I have had with Jay, has been one that steered the course towards fulfilling a humane purpose, of transforming the lives of people through coaching. He speaks only of possibilities and has an innate skill to probe the mind towards a positive end all the time.

My most recent and I would say profound experience with Jay is the journey towards gaining coach credentials, where he mentor-coached me through several months. Being an extremely adept senior coach, I found him to an effective mentor and a coach. His quest to drive mastery of technique and his generosity in sharing direct as well as progressive feedback is something that I would always appreciate. Being mentor- coached by Jay has been a period of deep learning fueled by patient encouragement to continuously do better.



**Founder, Author, Coach and
Consultant in Positive Sleep**

I only met three true coaches of Sri Lankan birth in my four years in Colombo & Jayantha was one of them. Unassuming he may be, however the quality of his executive coaching reflects his international training & exposure. It would be a pleasure to work together in the future. Kind regards.

- Giles Watniks-MD Coats Ltd



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Our Contact



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