



Coach / consultant profile – Sarah Luke

Overview



Sarah is an ILM Level 5-qualified coach, Chartered Member of the CIPD and experienced learning and development and EDI consultant. She has over a decade of coaching experience and works with people from early career through to senior leadership across public, private and charity-sector organisations.

Sarah supports clients with:

- Developing confident, purposeful and inclusive leadership.
- Understanding leadership styles, and impact and relationships with others.
- Translating personal values and organisational purpose into everyday leadership practice.
- Navigating career, workplace and workplace transitions.
- Strengthening confidence, visibility and voice.
- Managing challenging relationships, change, and organisational pressure.
- Working through barriers to progression, participation or belonging, turning insights into realistic action.

Sarah helps leaders consider not only what they want to achieve, but how they want to lead and the environment they create for others. As a co-author of Coaching Corner, she has written about Cognitive Behavioural Coaching and how understanding the connections between thoughts, feelings and behaviour can help clients question unhelpful assumptions, consider alternative perspectives and develop a more constructive and productive mindset.

Sarah is calm, supportive and quietly challenging. She creates a warm, confidential and non-judgemental space in which clients can think openly, recognise their strengths and explore patterns that may no longer serve them. Informed by an EDI and intersectional lens, her coaching balances individual agency with an honest exploration of workplace culture, systems, relationships and barriers. Clients leave with greater clarity, more grounded confidence and practical ways forward that feel authentic and sustainable.

Ethics and codes of conduct

As a Chartered Member of the Chartered Institute of Personnel and Development, Sarah works in line with the CIPD Code of Conduct and Ethics, including its expectations around professional integrity, confidentiality, equitable treatment, dignity and inclusion.

Clients can expect:

- Clear contracting and agreed confidentiality boundaries
- Respect for their identity, lived experience, values and choices

- A collaborative and non-judgemental coaching relationship
- Openness about the scope and limits of coaching
- Regular discussion about what is and is not working for them
- A commitment to reflective, inclusive and evidence-informed practice

Client testimonials

“Sarah has a passion for fostering growth and development in others and her guidance throughout the coaching sessions has demonstrated her commitment and belief in me which has been invaluable”.
Richard, Director in a Retail company

“Sarah’s coaching provided me with a warm and non-judgemental space to explore my next career steps. The tailored coaching plan helped me break out of a plateau and gave me the boost I needed to take the next step in my career, securing a new role.” Early careers coaching client.

“Sarah’s coaching and mentorship has been a great experience. She’s helped me come out of a cycle of doing the same thing and getting nowhere. Her guidance and patience with me throughout the whole process have been so supportive. She’s not just told me what to do; she’s allowed me to find my own way and my own style.” CIPD Trust mentoring client