



“ The coaching empowered me with the confidence to know I’ve got the skills to have the impact I want in my role. ”

Anna Knibbs

Project Lead: Workforce
Volleyball England

About Anna

“I’ve done a lot of roles in the company, so I’ve got a good overview of what goes on.”

Anna’s role centers around supporting the development of coaches, officials, and volunteers across the organisation. Anna works as a part of a small team of two in the workforce team and has the support of a student placement officer. Anna began her journey with Volleyball England during her placement year at Loughborough University and has steadily grown within the organisation, taking on various roles over the past 3.5 years.

Challenges

- **Change Management:** Volleyball England was undergoing significant changes in its referee pathway and structure.
- **Community Engagement:** Specifically, there was a need to enhance engagement among female referees through a newly formed group called Her Call.
- **Leadership Confidence:** Personally, Anna was navigating imposter syndrome and a new role shift, while trying to maintain work-life balance.

“ Being early on in my career, imposter syndrome can creep up when you’re working with people who have a lot more experience. ”

Why Leading the Movement programme?

Leading the Movement Coaching programme was recommended by Anna’s manager, who had previously undergone coaching and found it valuable. Anna saw potential in it to benefit her professionally and in her development to:

- Build personal leadership confidence
- Navigate role transitions effectively
- Learn how to lead and communicate through cultural and organisational change
- Find ways to better engage underrepresented groups within the officiating community

“ Amanda’s external perspective on scenarios and situations, and her ability to suggest ideas that might not have thought about was amazing. She would ask me questions, leading me into thinking how to create my own solutions. I think the sessions also allowed me to develop my skills in conflict management. That’s sort of associated with navigating a changing culture. ”

Leading the Movement



“Coaching is beneficial for everyone. No matter your context, it’s tailored to you, and the coaching space is judgement-free and supportive.”

The Coaching Experience

- The coaching sessions gave me the skills to navigate the conflict that might be associated with that change.
- The sessions also provided me with a really large sort of library of resources that not only were applicable to this situation that we were talking about at the time, but also apply to a number of different contexts.
- Amanda created a space that was completely judgement free and wasn't always necessarily focusing on the professional side of things, but she created a relationship where we learnt a bit about each other personally.

The Benefits

- Improved self-confidence and a shift toward recognising and using personal strengths
- Tools and strategies for maintaining work-life balance
- Support in navigating a significant role change
- Conflict management skills relevant to leading cultural shifts
- Strategic thinking around inclusive engagement
- Access to a valuable resource library that can be used throughout her career
- Fresh, external perspectives on internal team challenges

Lasting Impact & Final Reflections

Anna completed the programme with increased confidence and the skills necessary to lead change and engage her community. She believes that the tools and mindset shifts she acquired will benefit her throughout her leadership journey. Anna highly recommends Leading the Movement programme to both new and experienced leaders.

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Ready to focus on your strengths?

Leading the Movement programme is beneficial for everyone. No matter your context, it’s tailored to you, and the coaching space is judgement-free and supportive. Take the first step – [register](#) today and lead your space with purpose.