





What is

a
Coaching
Culture?



Coaching Haiku

"Tell less And Ask more. Your advice is not as good as you think it is."

-Michael Bungay Stanier

1 in 4 organizations have "strong coaching culture"

HUMAN CAPTIAL AND ICF STUDY

Litmus <u>Test:</u>

Strong Coaching Culture



Employees value coaching



Senior Executive Value Coaching



Budget for coaching



Coaching available to all



Coaches/Managers trained



Internal, external and managers used as coaching



What skills and abilities would you like to be using more on your job?

Coaching Question #1



Who should Coach?



External Practitioner?



Internal Practitioner?



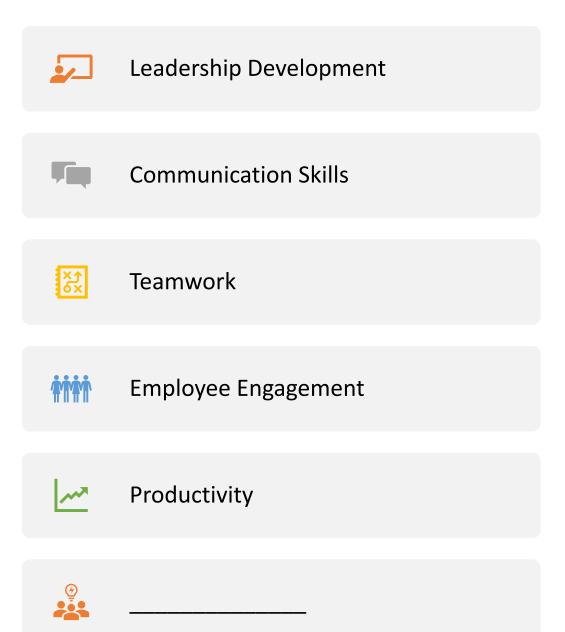
Manager/Leader?



What are the benefits (drawbacks, advantages, disadvantages, consequences) of doing it that way?

Coaching Question #2

How to Offer Coaching



What would that look like?

Coaching Question #3



BONUS Coaching Question:

AWE

Stay curious longer.

Don't be too quick to move to advice and answers.

(ex. Dishwasher)



Thank You

Best Wishes and Regards



Foundational Elements

Leaders
Engagement
&
Development

Commitment to Learning

Collective
Whole of ALL

Daily Coaching

Coaching Culture

Supporting Stats

- 65% of companies who stated they have highly engaged employees have a strong coaching culture
- Without a coaching culture engagement dropped to 52%
- 46% of organizations stated revenue was above the average of competitors due to a strong coaching culture.