



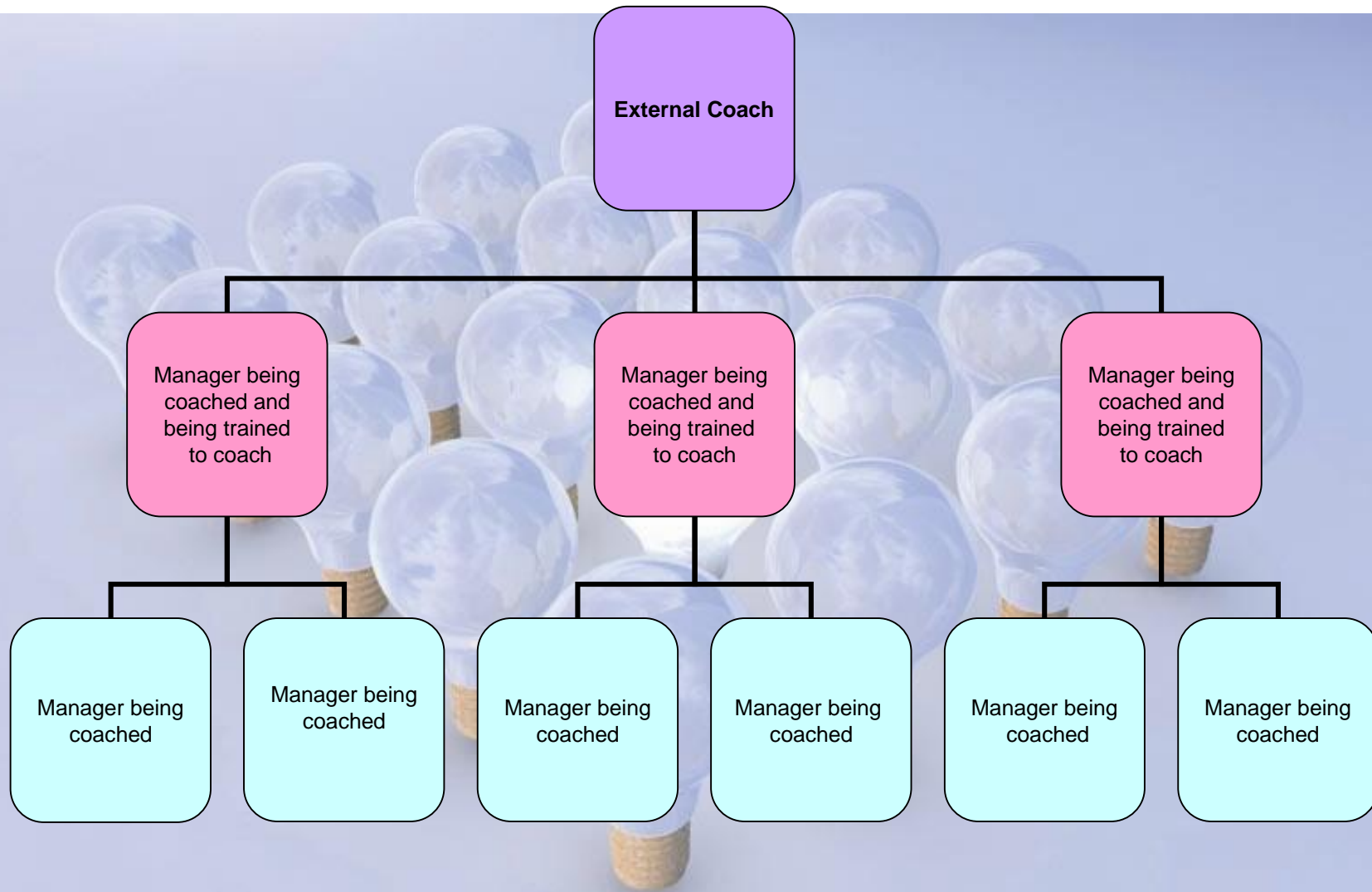
**Developing a Coaching Culture &  
What does good coaching look and  
sound like?**

# Developing a Coaching Culture

**Daniel Goleman – New Leaders says of a Coaching Style of Leadership:**

*Of the six styles, our research found that the coaching style is used least often. Many leaders told us they don't have the time in this high-pressure economy for the slow and tedious work of teaching people and helping them grow. But after a first session, it takes little or no extra time. Leaders who ignore this style are passing up a powerful tool: its impact on climate and performance are markedly positive.*

# Developing a Coaching Culture



# Developing a Coaching Culture

A butterfly with orange and black wings is perched on a green plant with small white flowers. The background is a soft, out-of-focus green.

## **The Benefits:**

### For the individual

- One –to-one attention – personalised learning
- Managers learn in real time with real issues
- The External Coach is behaving as a role model for good practice
- The Managers confidence is built because they have their own coach to talk to at least once a month

### For the Business

- Cost effective way of developing coaching skills
- Managers as coaches can continue to coach at the end of the programme
- Once you get a critical mass of managers clear about the benefits of coaching, the culture changes naturally – a way of doing things around here –without the need for huge cultural change programmes

# Developing a Coaching Culture

Coaching someone for performance:

$$P = P + S - I$$

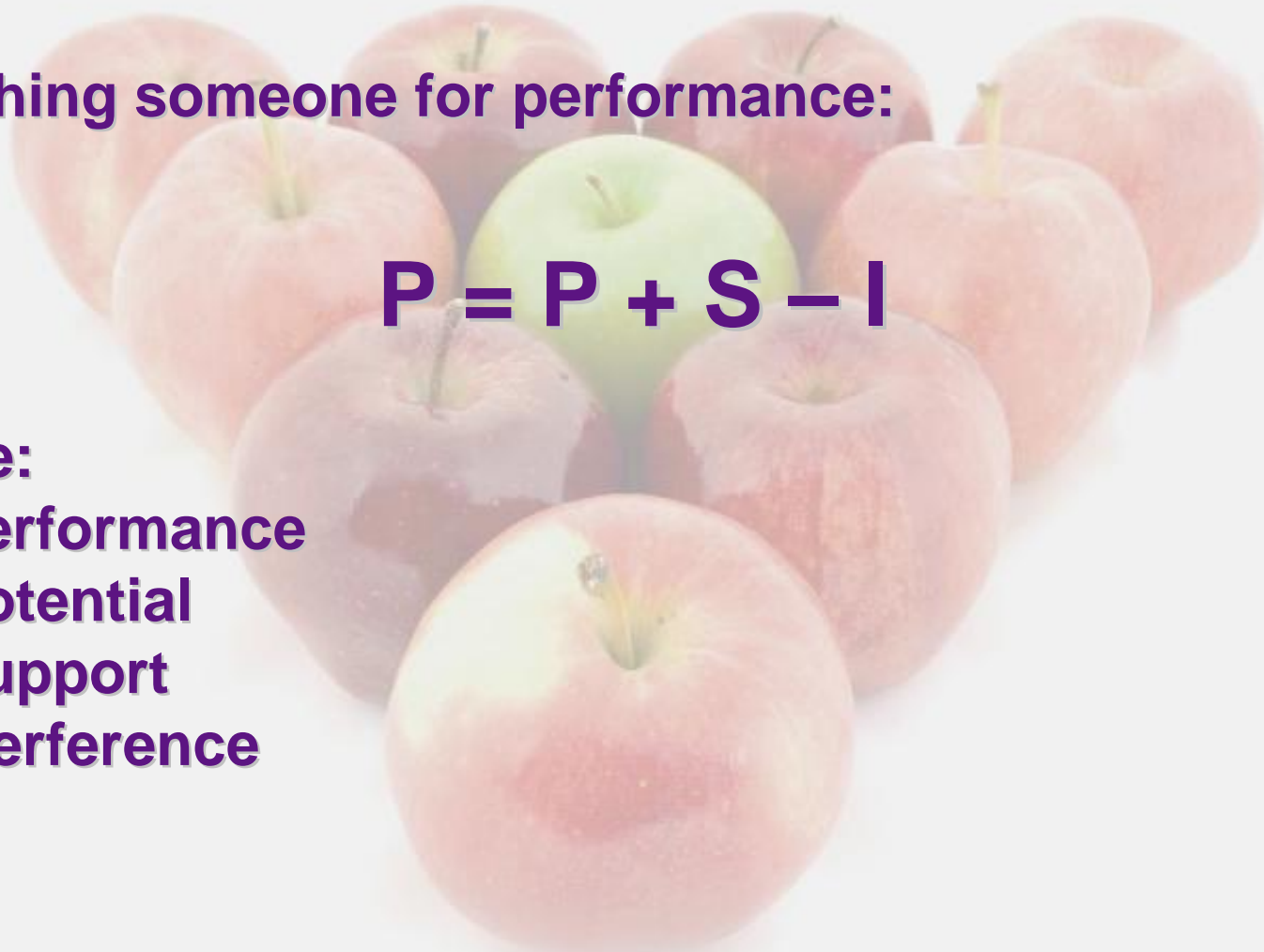
Where:

**P = Performance**

**P = Potential**

**S = Support**

**I = Interference**



Questions?