

InsideOut COACHING™

*More Leaders Coaching,
More Often, For More Impact*



Coaching Snapshot Report

by DTCl, a BYLD Group Company

For

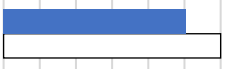
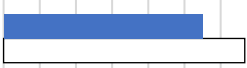
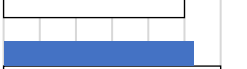
Abdelkader Benhamou

Your survey responses provide a snapshot, or data from a point in time, about how you and others perceive your coaching. This is a unique opportunity to gain insights into how you see your effectiveness as a coach.

SUMMARY:

Your overall coaching effectiveness as measured on a 7-point scale is 5.2

Understanding your ratings summary	
Ratings on the current Coaching Snapshot are shown by the source of the rating:	
<input type="checkbox"/> Self	<input checked="" type="checkbox"/> Others

Competency	Sub-Competency	Self	Direct Reports	
TRUST	Establishing trust and respect	6.0	5.0	
	Acting with integrity	6.7	5.5	
EFFECTIVE COMMUNICATION	Keeping conversation focused on a goal	6.0	5.3	
	Encouraging alternative ways to view and define problems	5.3	5.4	
	Valuing the individual's perspective	6.0	5.3	
	Listening and being fully present	5.0	5.0	
	Asking good questions	6.0	5.3	
PERFORMANCE FOCUS	Focusing on action	6.5	5.0	
	Aligning with the business	6.5	5.3	
	Enhancing performance	5.5	5.1	
COACHING ROUTINE	Following up on progress	5.0	5.0	
	Providing ongoing support	6.0	5.0	
	Reinforcing accountability	6.0	5.1	
	Structuring time for conversation	7.0	4.9	
	Promoting self-discovery	7.0	5.3	

Score	Interpretation	Action
Less than 4.5	Area that needs attention	Prioritise to manage and learn the skills to minimize the negative impact on others.

4.6 to 6.0	Area of strength	Build it further and focus on select behaviours to make them even better
6.1 +	Area of Commanding Excellence	Keep building on the strengths.

WILL OTHERS RECOMMEND YOU AS A COACH?

Opinion	% of direct reports
Yes	87.50%
No	12.50%

Reason for recommending or not recommending you as coach

- thank you
- my manager helps me a lot in achieving my mission by giving me advises every time he can so I can drive my work.
- Because his acting
- C'est quelqu'un de compétent et de professionnel et qui n'hésite pas à partager ces connaissances avec les autres
- La raison de ce qui précède est l'environnement hostile et impropre et impartiale de travail. Je passe des journées très difficiles depuis que Mr Benhamou est manager . Le non respect de ma personne et le harcèlement morale que je vis quotidiennement explique mon ressentiment par rapport a son management et son coaching . Je suis chez cipla depuis plus de 17 ans et je n'est jamais vécu ce sentiment d injustice et de maltraitance que sous le règne de Mr Benhamou alors que Cipla tant au respect des principes nobles de Cipla. J ai vécu avec toute l'équipe cipla lors lors d'un CBM (business meeting de l'équipe) la pire des réunions ou Mr Benhamou s'est comporté d une manière impartiale et m'as minimiser et cela devant toute l'équipe et arriver même a me crier dessus .
- Very respect and good manager he is very talented in his field Freindly
- Engagement et envie de réussir

CONVERGENCE AND DIVERGENCE AREAS

Top 10 Converging Statements

Statements with less variance between self & other's ratings

Competency	Statement	Self	Direct Reports
COACHING ROUTINE	Regularly makes time to help me explore work-related challenges	5.00	5.00
EFFECTIVE COMMUNICATION	Demonstrates understanding by reflecting or summarizing what was said	5.00	5.13
EFFECTIVE COMMUNICATION	My Manager's body language demonstrates a high level of engagement in each conversation	5.00	4.88
EFFECTIVE COMMUNICATION	Spends more time listening and less time talking	5.00	5.13
PERFORMANCE FOCUS	I achieve better results because of the coaching I get from my Manager	5.00	4.88

Top 10 Diverging Statements

Statements with more variance between self & other's ratings

Competency	Statement	Self	Direct Reports
COACHING ROUTINE	Reminds me of the commitments I have made	7.00	4.88
PERFORMANCE FOCUS	Supports me in setting specific dates for follow-up actions and commitments	7.00	5.13
PERFORMANCE FOCUS	Helps me set priorities based on our organization's business needs	7.00	5.25
COACHING ROUTINE	Encourages me to take responsibility for my own development	7.00	5.25
TRUST	Makes it clear when commitments can't be met	7.00	5.38

QUESTION DETAILS: HOW OTHERS ASSESSED YOU

Competency: TRUST

Establishing trust and respect		Average	1	2	3	4	5	6	7
1	Creates a safe environment for talking about sensitive or personal topics	4.9	0	1	1	1	1	3	1
2	Keeps the conversation focused on my agenda	4.8	0	1	0	2	2	3	0
3	Communicates openly and honestly at all times	5.5	1	0	0	1	0	3	3

Acting with integrity		Average	1	2	3	4	5	6	7
4	Commitments relating to each coaching conversation are always made clear to me	5.5	0	0	1	1	0	5	1
5	Consistently follows through on commitments	5.6	0	0	0	2	1	3	2
6	Makes it clear when commitments can't be met	5.4	0	0	0	1	3	4	0

Competency: EFFECTIVE COMMUNICATION

Keeping conversation focused on a goal		Average	1	2	3	4	5	6	7
7	Sets a clear goal for every coaching conversation	5.3	0	0	1	1	1	5	0
8	Keeps every coaching conversation focused on achieving agreed upon goals	5.3	1	0	0	1	0	5	1

Encouraging alternative ways to view and define problems		Average	1	2	3	4	5	6	7
9	Helps me think of alternative ways to view a problem or solution	5.4	1	0	0	0	0	7	0
10	Helps me think of as many ideas or options as I can to solve a problem	5.4	1	0	0	0	1	5	1
11	Listens to new ideas without jumping in to judge or evaluate them too soon	5.5	0	1	0	1	1	2	3

Valuing the individual's perspective		Average	1	2	3	4	5	6	7
12	Stays objective during coaching	5.4	1	0	0	1	0	4	2

	conversations								
13	Communicates in a way that makes me want to share my ideas or perspective	5.4	1	0	0	1	0	4	2
14	Helps me draw my conclusions when considering different perspectives or approaches	5.0	1	0	0	1	2	3	1

Listening and being fully present		Average	1	2	3	4	5	6	7
15	Demonstrates understanding by reflecting or summarizing what was said	5.1	1	0	0	1	0	6	0
16	My Manager's body language demonstrates a high level of engagement in each conversation	4.9	1	0	0	1	3	2	1
17	Spends more time listening and less time talking	5.1	1	0	0	2	1	1	3

Asking good questions		Average	1	2	3	4	5	6	7
18	Asks helpful questions during conversations	5.4	1	0	0	1	1	2	3
19	My Manager is willing to ask tough questions when needed	5.1	0	0	0	2	3	3	0

Competency: PERFORMANCE FOCUS

Focusing on action		Average	1	2	3	4	5	6	7
20	Always ends a coaching conversation by clarifying actions or commitments	4.9	0	1	1	1	1	3	1
21	Supports me in setting specific dates for follow-up actions and commitments	5.1	1	0	0	1	1	4	1

Aligning with the business		Average	1	2	3	4	5	6	7
22	Helps me set priorities based on our organization's business needs	5.3	1	0	0	1	0	5	1
23	Makes a clear link between our coaching conversations and job priorities	5.3	1	0	0	1	0	5	1

Aligning with the business		Average	1	2	3	4	5	6	7
24	Provides the coaching I need to be more effective on the job	5.3	1	0	0	1	1	3	2

25	I achieve better results because of the coaching I get from my Manager	4.9	1	0	0	1	2	4	0
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Competency: COACHING ROUTINE

Following up on progress		Average	1	2	3	4	5	6	7
26	Regularly makes time to help me explore work-related challenges	5.0	1	0	0	1	1	5	0

Providing ongoing support		Average	1	2	3	4	5	6	7
27	Takes time with me to check on my progress	5.0	1	0	0	1	2	3	1

Reinforcing accountability		Average	1	2	3	4	5	6	7
28	Provides the support I need to stay on track	5.1	1	0	0	1	1	4	1

Structuring time for conversation		Average	1	2	3	4	5	6	7
29	Reminds me of the commitments I have made	4.9	0	0	1	2	2	3	0

Promoting self-discovery		Average	1	2	3	4	5	6	7
30	Encourages me to take responsibility for my own development	5.3	1	0	0	1	1	3	2

ADDITIONAL COMMENTS

What's the one thing that you do well when coaching?

Self	<ul style="list-style-type: none"> ask questions that can help the other person broaden his or her perspective on a situation that needs improvement
Direct Reports	<ul style="list-style-type: none"> support Il s'adapte aux différentes situations la seule chose est de crier et de faire peur . Mr Benhamou n 'aime pas qu on discute sa vision et son point de vue. Il faut toujours dire oui . Communication Ras

What's the one thing that you could do differently to provide more effective coaching?

Self	<ul style="list-style-type: none"> Avoid giving my own solution to the problem to be solved even when it seems obvious to me.
Direct Reports	<ul style="list-style-type: none"> N/A Je ne sais pas De respecter autrui et de laisser les autres s'exprimer. Je pense que c 'est sa nature d 'être : il n 'a pas l habitude d 'accepter les avis d 'autrui .Mr Benhamou a un problème de communication . Je ne recommande à aucune société comme manager Nothing Ras

Using this report to continue developing as a coach

The best coaches are always looking for ways to do better. This report is a powerful tool to help you continue developing your coaching effectiveness.