

## Research

### McKinsey Consulting Research Library

World best-practice research and original articles pertaining to people management issues in the following topic areas: motivation, talent management, retention, assessment, learning, development, management, and HR strategy.

<https://www.mckinsey.com/mgi/our-research>

For over 20 years, McKinsey Consulting has supported predominantly small- and medium-sized businesses that seek improved and sustainable profitability through the effective use of their people. Our work focuses on four areas: how best to attract, retain, develop, and stretch your people so that the focus, relevance, and excellence of their performance will significantly add to the achievement of your bottom-line objectives.

### Bersin by Deloitte

Study: “Using a Coaching and Development Performance Management Model while Still Rewarding Differentiated Performance”

<https://www2.deloitte.com/us/en/pages/human-capital/topics/bersin-insights-and-services-for-hr.html>

Bersin & Associates LLC, a leading provider of research-based membership programs and advisory services in the human resources, talent and learning market, is now part of Deloitte Consulting LLP.

### 2012 International Coaching Federation Global Coaching Study Final Report

The 2012 ICF Global Coaching Study Final Report offers over 140 pages of findings from one the most ambitious pieces of industry research ever conducted on the field of professional coaching. Learn what over 12,000 coaches from around the world had to say about the state of professional coaching.

<https://coachfederation.org/research/global-coaching-study>

(Requires \$15 to download report)

### Creating Coaching Cultures: What Business Leaders Expect and Strategies to Get There

The results of this study indicate that leaders are confident that coaching cultures benefit the business in ways that include: increasing employee engagement, job satisfaction, morale, collaboration, and teamwork. Yet, these same leaders recognize that their organizations may be out of step in their current use of coaching compared with the potential of coaching. The outcomes and benefits of coaching cultures identified by the leaders in this study provide encouragement that the rewards for achieving these cultures will be well worth the investment. Assisting senior leaders and their teams to develop coaching skills, weaving these into an overall talent-management strategy, measuring the business impact, and driving coaching deeper into the organization all represent rich opportunities for realizing the full potential that coaching offers.

<https://www.ccl.org/leadership-solutions/coaching-services/coaching-culture/>

## Book

*The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever*

By Michael Bungay Stanier

*Help Them Grow or Watch Them Go: Career Conversations Organizations Need and Employees Want (Second Edition)*

By Beverly Kaye & Julie Winkle Giulioni

*Build an A-Team: Play to Their Strengths and Lead Them Up the Learning Curve*

By Whitney Johnson