



Measurably Increasing Your Organization's Success Through Performance Coaching

Start at the Top - Develop a Coaching Culture

According to a study authored by Stacia Sherman Garr, the success of performance coaching hinges on the support of senior leaders. When done well it directly enables organizations to generate measurably better business results. The study shows that business results were 21% higher among organizations whose top leaders “very frequently” made an effort to coach others. Additionally, organizations that reported “excellent” cultural support for coaching measured 13% stronger business results and 39% stronger employee results, including engagement, productivity and service quality.

Most managers do not know how to effectively coach. “Coaching is the number one performance management challenge that organizations face, yet most don’t understand its value. They aren’t sure which emotional levers they need to pull to change people’s behaviors.”

Senior leaders need to engage in coaching to make sure it becomes part of the culture and be a point of accountability. When it comes to coaching only 11% of senior leaders are considered “true believers”.

Require High Impact Training and Coaching for Coaches

The study says helping managers understand the impact of coaching and developing coaching skills is crucial. Additionally HR should be involved by creating an environment “that supports, teaches and measures coaching,” the study says. There are three traits to help managers improve their coaching abilities: active listening, reinforcing the desired behaviors, and asking open-ended questions, Garr says.

Call us today to explore how to measurably increase *your* organization’s success



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