



Creating a Coaching Culture

An Organization Development Intervention for Creating a High Performance Culture

What is a Coaching Culture?

A coaching culture is present when all members fearlessly engage in candid, conversations, unrestricted by reporting relationships, about how they can improve both individual and collective work performance leading to better business results.

Why create a Coaching Culture?

Today's business world is characterized by rapid and disruptive innovation, where change is the only constant. Leaders need to navigate this chaos and complexity, and steer the organization into the future by creating a culture, which inspires creativity, problem solving and mutual attainment of goals. More importantly culture can be a true competitive advantage for any organization.

How can we help?

You may be looking to develop a coaching culture in teams or across the whole organization or further develop coaching initiatives that are already in place.

We as executive coaches and consultants work with you to create a climate for sustaining high performance by partnering with you to develop a community of change agents, catalysts and coaches who can tap into the creative intelligence of people and accelerate performance.

How do we work?

We understand your business context and more importantly what necessitates the need for creating a coaching culture. We then co-create A solution, which helps you to reach your goals in the best possible way with clearly identified measures of success.



**Human
Network**

Developing People, Accelerating Performance



Partnering for Success

The executives, the coach, and key stakeholders in the organization collaborate to create a partnership based on agreed-upon ground rules, time frame, specific goals and measures of success.

Coaching Process

Engagement & Contracting

This part is essentially about and clarifying the scope of the project and outcomes expected from the intervention.

Assessment & Feedback

A number of possibilities are available. Often we suggest a organisational climate or culture survey to provide a mirror or feedback. Broadly, we study the following:

Areas of study include:

- Business Goals & Objectives
- Employee engagement survey
- Organization climate survey
- Business unit performance

Creating the Agenda

Potential themes generally include:

- Accelerating Business Unit or Performance
- Creating a culture of creativity and innovation
- Improving organizational climate
- Managing organizational change

Benefits of Coaching Culture

- Improved employee engagement
- Improved learning agility
- Increased speed of execution
- Greater predictability of results

Need more information?

To discuss how this program can help you achieve your goals:

Call: + 91 99 200 52172 or mailus@human-network.in

About Us

Human Network is a leading edge leadership and talent development consulting firm. Our core areas of expertise include Leadership development, Executive Coaching and Custom interventions designed to build critical competencies for success and accelerate performance.

To learn more about how we can partner with you to build the right capability building architecture to drive performance, log on: **www.human-network.in**

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