

## The Organizational Agenda in Coaching. Session Synopsis

**Organizations that effectively prepare managers to coach are 130% more likely to realize stronger business results and 39% stronger employee results through engagement, productivity and customer service. Additionally, organizations whose senior leaders “very frequently” make an effort to coach others have 21% higher business results. (Bersin & Associates)**

What then is coaching? How does coaching differ from other interventions such as training, performance management, mentoring and counselling. How does coaching work?

Coaching as a performance enabler supports organizations in their strategy execution, change management, succession planning and so much more. How can an organization avoid common pitfalls and instead develop a vibrant coaching culture?

The coaching process is supported by various assessment and tools. What assessments are working well in organizations that have embraced coaching? What role do coaching tools play in the process?