



# Jazzing up Your Coaching Culture

ASSESSING YOUR READINESS TO IMPLEMENT A COACHING PROGRAM

# Why a Coaching Program

- ▶ Coaching is not the holy grail:
  - ▶ Coaching is a key component of creating a people centric culture that will improve performance at the individual, team and organization level
  - ▶ Coaching can support and drive culture and engagement work
  - ▶ Coaching can be a lever to drive key business initiatives
  - ▶ Coaching can be interwoven into all people initiatives as a driver for performance

The firm  
performance  
perspective





# The senior leadership perspective

FOCUS AND ALIGNMENT



# The employee perspective





The talent  
management  
perspective





So are you ready?

- ▶ Sponsors
- ▶ Business Case
- ▶ Approach
- ▶ Partner
- ▶ Pilot
- ▶ GO...

# OrgDev Conference

## November 5<sup>th</sup> – 6<sup>th</sup>

### NOLA

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