Driving Organizational Success Through Sustainable Behavior Change

Hosted by Elizabeth Weingarten and Fidelma Butler

Put your response in the chat:
On a scale of 1-10, how hard is it for you to change your behavior?
1=easy; 10=hard

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Torch exists to unlock the potential of people, teams, and organizations

Coaching stands out amongst other L&D programs because it drives sustainable behavior change.

"Leadership skills training remains the most widely used (80% of respondents) method in leadership development programs but ranks at the bottom when it comes to effectiveness, with 55% of respondents calling it just "somewhat effective.""

Harvard Business Review Analytic Services sponsored by Torch, 2022
Leveraging Coaching and Mentoring to Create More Effective Leaders

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How coaching drives behavior change

Personalized

Coaching is tailored to the strengths and opportunities of the individual in the context of their day-to-day work.

Safe

People grow most in the context of trusted relationships where they feel psychologically safe and supported.

Accountable

Regular meetings to check in on progress towards goals helps individuals stay committed to their plans for growth.

86% of leaders agree that personalized leadership development such as coaching and mentoring achieve better results than more passive forms of learning

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Coaching platform checklist

Coaching platforms can help
drive behavior change by
supporting:

- ✓ Engagement

- ✓ Alignment

- ✓ Accountability

- ✓ Measurement
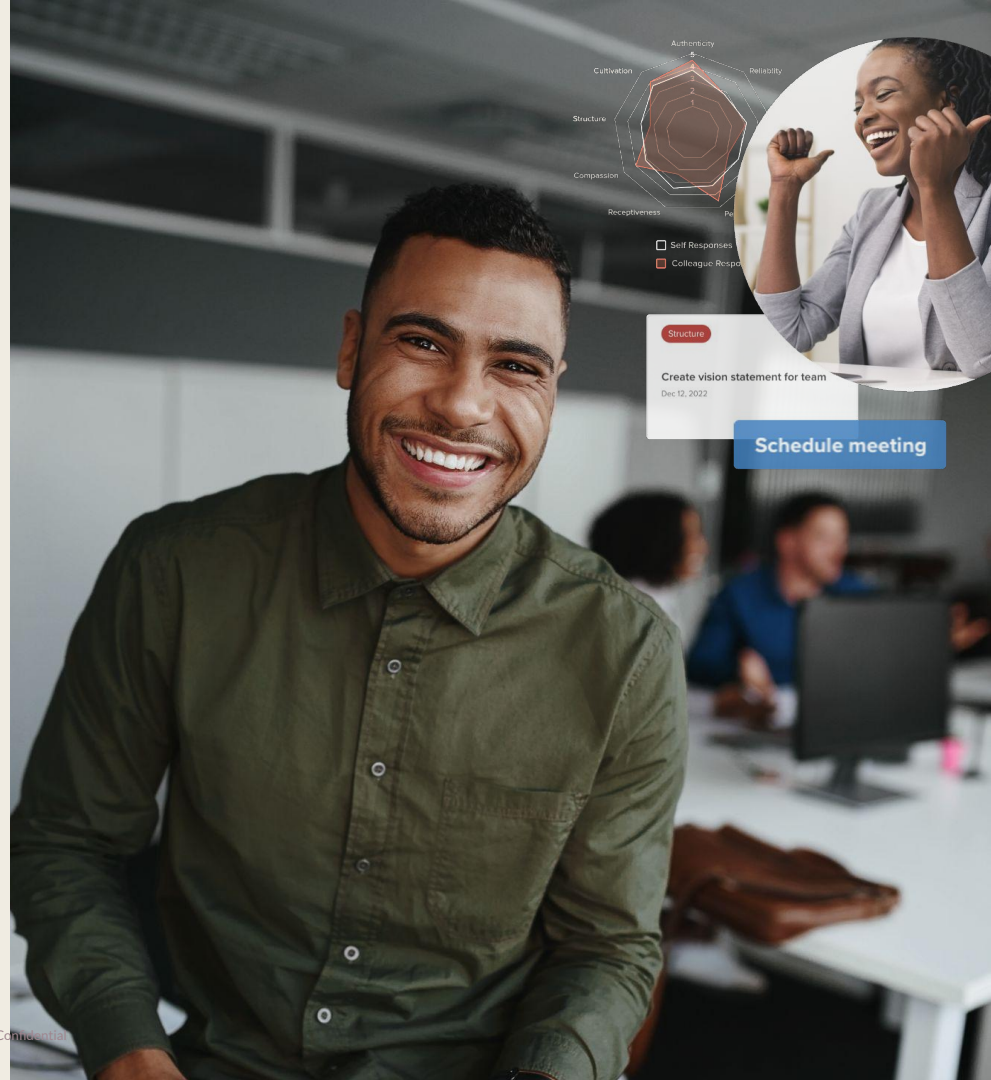
The coaching ripple effect is the positive change from coaching that extends beyond the individual being coached to their team and organization.

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Here's what we learned about the coaching ripple effect.

1 When managers change, direct reports change, too.

9 in 10 developed new skills as a result of their manager being coached.

2 More time spent coaching drives a stronger ripple effect.

7+ months of coaching more likely to ^ direct reports' satisfaction, org commitment, psych safety.

3 The ripple effect can impact organization-level metrics.

The ripple effect predicts retention, performance and promotion.

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Audience Q&A

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Torch is the People Development Platform that fuels growth through the power of trusted relationships

By combining coaching, mentoring, and collaborative learning, Torch helps you design, manage, and measure programs that drive the success of your people—and your organization.

Request a demo

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