

Five Components for Building Coaching Culture



1 SUPPORT

- Does your executive leadership view coaching as vital to the growth and success of the business?
- Is coaching embedded in your organization's mission, vision, and values?
- Do your executive leaders model coaching and feedback with each other and "walk the talk?"

2 MINDSET

- Are leaders and employees aware of the value and benefits of coaching?
- Do leaders view coaching as a core element of their role?
- Do employees feel comfortable sharing and seeking feedback with their manager and colleagues?

3 PROCESS

- Has your organization adopted a specific coaching methodology?
- Is your coaching methodology simple to use and implement?
- Does your organization have guidelines for frequency and documentation of coaching interactions?

4 LEARNING

- Is coaching learning a mandatory requirement for all organizational leaders?
- Does your organization provide foundational and advanced coaching learning solutions to leaders?
- Does your organization provide coaching and feedback learning solutions to non-people leaders?

5 ACCOUNTABILITY

- Are your organizational leaders held accountable for not only coaching activity, but coaching quality?
- Does your organization have established measures of ROI for coaching interactions?
- What mechanisms does your organization have in place to enhance the coaching experience?