


CREATING a coaching culture

- All managers have at least the basic skills of coaching
- All employees are equipped with the skills to be coached
- Coaching programmes focussed on clearly understood business needs
- Linking the case for coaching with business goals
- Demonstrating awareness of cultural diversity



People do the
best they can with
the resources
they have

CREATING a coaching culture

- **Workplace mastercoaches**
- **Opportunities to review good coaching practice**
- **Training coaches and coachees for the role**
- **Advanced Coaching Skills programme for senior managers and HR staff**

OK to make mistakes

Learning Edge

Unskilled

Incompetent

Vulnerable

CREATING a coaching culture

- **Rewarding managers who demonstrate good coaching behaviour**
- **Measuring and providing feedback on coaching**
- **Ensuring that top management provide strong, positive role models**



**What does a coaching culture
look like?**

What does a coaching culture LOOK like?

- **Coaching is seen primarily as a opportunity rather than as a remedial intervention**
- **People are recognised and rewarded for their activity in sharing knowledge**
- **Time for reflection is valued**

What does a coaching culture look like?

- **There are effective mechanisms for identifying and addressing barriers to learning**
- **People look first inside the organisation for their next job (a typical average would be that only one in five does so!)**
- **There are strong role models for good coaching practice**

What does a coaching culture look like?

- **Personal growth, team development and organisational learning are integrated and the links clearly understood**
- **People welcome feedback (even at the top) and actively seek it**
- **Coaching is seen as a *joint* responsibility of managers and their direct reports**

The New Zealand Disability Strategy:
Making a World of Difference -
Whakanui Oranga.

Vision for Carers working in the
Disability sector that:

- highly values their lives,
- works to improve their participation in their organisations and
- ensures their needs are considered before decisions that affect them are made.



Wisdom

+

Collaboration

+

Resilience

=

Talent Retention

***New Zealand Mentoring
and Coaching Centre***

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