

SHAWNA CORDEN

COACHING & WEBINARS

Coaching Culture Assessment

	Yes	No
Strategy		
My organization has a specific area or key performance metric(s) we would like to improve		
My sponsors/stakeholders have experienced the power of Coaching by a professional (ICF credentialed) coach		
My sponsors/stakeholders have taken a 'Coaching skills for Leaders' workshop- with basic training on fundamental coaching skills and have a coaching model to work from – that uses the ICF Core Competencies		
My organization has a change management and project plan to address the building a 'Coaching Culture' effort		
Standards		
My organization has a matrix of combined training, experience and supervision to qualify for coaching at different levels		
My organization reports the results of coaching using a tool (i.e. Kirkpatrick model)		
All of the coaches use the same library of documents such as a Coaching Agreement, Prep Form, and Marketing deck		
Coaches regularly meet to share best practices and continue their education and development		
Coaches that work with leaders have an ICF credential		
Sustainability		
My organization has a line item in the budget for coaching and continuing education of coaches		
My organization regularly shares developments and progress of the coaching program		
New coach training, leaders using coaching skills training is offered regularly		
The employees that are selected to become coaches have a high degree of respect, achievement and emotional intelligence- and are sent to an ICF accredited training program		
Impact		
All new employees are offered on-boarding coaching for a 3-mo period		
People managers have been trained in coaching skills for leaders		
Areas of strategic retention (i.e. diversity candidates, parental leave returns, distinguished technologists) have coaching available to them		
All 'new to job' employees are offered coaching to acclimate to the new demands of their role		
All leaders C-suite and above have access to an External Executive Coach		
My organization measures the before and after of every coaching intervention		
My organization can produce the Return on Investment or Expectation for our Coaching program		

Scoring:

For each statement marked **yes** score one point

For each statement marked **no**, score zero points

_____ **Total**

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RESULTS:

0-5: **Getting Started** – Schedule a consulting session to strategically plan your next investments

5-15: **On your way**- Schedule a consulting session to see how you can accelerate your progress

15-20: **Strong Coaching Culture**- Congratulations! **Consider applying for an ICF Prism award** to promote your company's culture and increase your brand value

What are the top three reasons organizations don't develop a Strong Coaching Culture?

1. **Lack of time**
2. **Lack of clear ROE/ROI**
3. **Lack of Funding**

Contact me to investigate how you can:

- use a standardized project plan to save time
- create target areas for your coaching program to measure the impact
AND
- see how the coaching program can pay for itself- most coaching programs have an ROI of 1000%

Scale your Coaching Culture with your available budget