

"How Does Coaching Actually Help Leaders?"

From Forbes

Coaching Changes In Relation To The Clients Personally

Self Awareness - The majority of leaders reported experiencing an increase in their level of self-awareness. They also reported feeling better able to understand themselves and their self-concept and also felt they had more insight into how they impact others.

Self Confidence - The leaders also reported an increase in self-confidence. This was also coupled with a decrease in self-limiting thoughts and beliefs.

Self Leadership - Leaders reported that as their self-development, knowledge of themselves and self-confidence grew so did their awareness of their own self-leadership. How they lead themselves and the expectations they set themselves were highlighted through the coaching work and explored within it. For some participants, unrealistic expectations were uncovered and through coaching they were able to develop their ability to lead themselves with more compassion and self-acceptance.

Read more:

<https://www.forbes.com/sites/carleysime/2019/03/28/how-does-coaching-actually-help-leaders/?sh=2fe8ff8c1645>

"Leaders Need Professional Coaching Now More Than Ever"

From Harvard Business School

"Unlike training, which has a set curriculum and agenda, coaching focuses on the client's agenda. During each session, the coach uses skillful questioning to help the client set its own goals, identify choices, and close gaps while moving toward a client-envisioned future. Engagements are ongoing, with frequent reinforcement and realignment through new learning and outcomes. In coaching, a client (or team) sets their own objectives, with a coach providing guidance. Ultimately, coaching is about change.

...Shawna saw the need for change in her organization. Through her partnership with an ICF-credentialed coach, she learned new skills and resources, which she used with her new leadership team. That leadership team then brought newly acquired skills to their subgroups. The result was a trickle-down "coach approach" throughout the organization, helping Shawna move her leadership team forward while creating space for her to stay engaged and committed as a leader."

Read more:

<https://hbr.org/sponsored/2021/03/leaders-need-professional-coaching-now-more-than-ever?autocomplete=true>

“Does Coaching Make a Difference?”

Coaching and performance

A Fortune 500 firm and a coaching services company recently engaged MetrixGlobal, LLC to determine the business benefits and return on investment for an executive coaching program.

The Bottom Line: Coaching produced a 529% return on investment (ROI) and significant intangible benefits to the business. The study provided powerful new insights into how to maximize the business impact from executive coaching.

Coaching was a very effective developmental tool for the leadership development participants, producing financial and intangible benefits for the business. Three-quarters (77%) of the 30 respondents indicated that coaching had significant or very significant impact on at least one of nine business measures.

Coaching was considered a key enabler for this approach to leadership development because the participants could work privately as individually with his or her coach to develop specific leadership competencies.

Recommendations were made to maximize the business benefits from executive coaching:

- Manage the entire coaching process to ensure consistency and quality
- Prepare clients in advance for coaching and don't force coaching on anyone
- Offer clients the ability to select their coaches
- Provide coaching strong organizational support
- Ensure coaches are grounded in the company's business and culture
- Allow each coaching relationship to follow its own path
- Build performance measurement into the coaching process

(Executive Briefing: Case Study on the Return on Investment of Executive Coaching by Merrill C. Anderson, Ph.D. MetrixGlobal, LLC, 2001 <http://www.findyourcoach.com/roi-study.php>)