## Business Purpose: To match levels of expertise with the development of coaching.

Intensive / stretch development with seniors / high potentials

Advanced group facilitation

Coaching the Coaches programmes

Coaching modules in Leadership Programmes

Coaching training & mentoring

Promotion of coaching & awareness raising

Coaching support

Coaching

Observing coaching practice and giving feedback

Supporting opportunities to practise coaching

External coaching specialists and coaches can be

involved at any point to complement in-house

capability and capacity and to respond to organisational requirements.

Growing in-house talent Embedding coaching practice

new to coaching 'trainee' coaches experienced coaches coaching specialists

less coaching expertise more

