

Business Purpose: To see coaching's contribution to organisational success.

Big Picture



Reflections

Coaching is an accepted and valued part of training and self development.
Everyone knows about coaching.
Coaching is seen as the usual, rather than the unusual.

Coaching is added to people's repertoire across the organisation, from shop floor to senior managers, supported by coaching specialists.
There is long term commitment to coaching: it is not seen as a fad or passing phase.

Coaching is a part of appraisal, performance management and general day to day management.
Coaching is used in a developmental, proactive way rather than a reactive, needs-must way.
Coaching is an acknowledgement that people are different and that their individuality needs to be incorporated into the organisation.

Your prompts for action or small steps towards the big picture