

## Preparatory questions for the Top Team



Taking a strategic decision to implement a coaching culture involves answering such questions as:

- How would a coaching approach advance us towards our organisation's aims?
- What alternatives have we considered and how do they compare with a coaching culture?
- Is now the right time? If not now, when?
- What constraints do we need to address?
- What model of coaching culture do we propose? Does it address the constraints and does it fit our wider culture?
- Who should lead?
- What measures should we put in place to assess return on investment?
- What specific timescales are we working to?
- What reporting measures do we want to put in place?

Agreeing the top team's operational involvement in the coaching culture involves answering such questions as:

- How do we integrate the coaching culture with the wider top team development?
- How do we ensure that our commitment to a coaching culture is not overtaken by other priorities or does not lose momentum?
- How should the coaching culture be taken forward within the top team?
- What, if any, support do we need from HR or from external resources?
- What, if any, training do we want to undertake in order to implement and sustain coaching within the top team?