

Business Purpose: To provide credible measures for review and return on investment.

Resources for Measuring Progress

This resource provides an in depth measure of the impact of coaching across an organisation.

Making Coaching Work ~ Creating a Coaching Culture

David Clutterbuck & David Megginson
CIPD 2005

Chapter 8 ~ Measuring the coaching culture provides a questionnaire to measure progress towards a coaching culture

It measures the following 6 areas rated against Nascent, Tactical, Strategic and Embedded criteria:

1. Coaching linked to business drivers
2. Being a coachee is encouraged and supported
3. Provide coach training
4. Reward and recognise coaching
5. Systemic perspective
6. The move to coaching is managed



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