

Talent Management

Development of a "leader as coach programme"

Project

- This organisation wanted to develop a coaching culture to develop and enhance leadership and to aid its desire of becoming an employer of choice.

Our role

- A 360° feedback tool was used to gather information from colleagues, team members and managers on the style, strengths and development needs of the senior management population.
- MBTI psychometric tests were administered with individuals and teams raising personal awareness and impact on others.
- A number of personal coaching programmes were delivered
- A Competency Framework was developed so that the leaders knew what was expected of them
- A suite of leadership development programmes were created including "leader as coach"

Outcome

- Leadership capability was enhanced
- The coaching programme enabled individuals to lead with greater confidence and become more influential within the organisation.

