



How to build a coaching culture: 7 steps to success

By Jo Wright, CEO of Coaching Culture

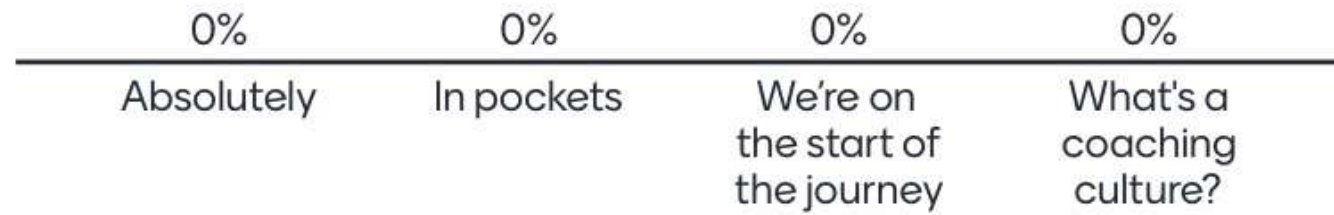


**Do you have a
coaching culture?**



Go to www.menti.com and use the code 5957 5519

Do you have a coaching culture?

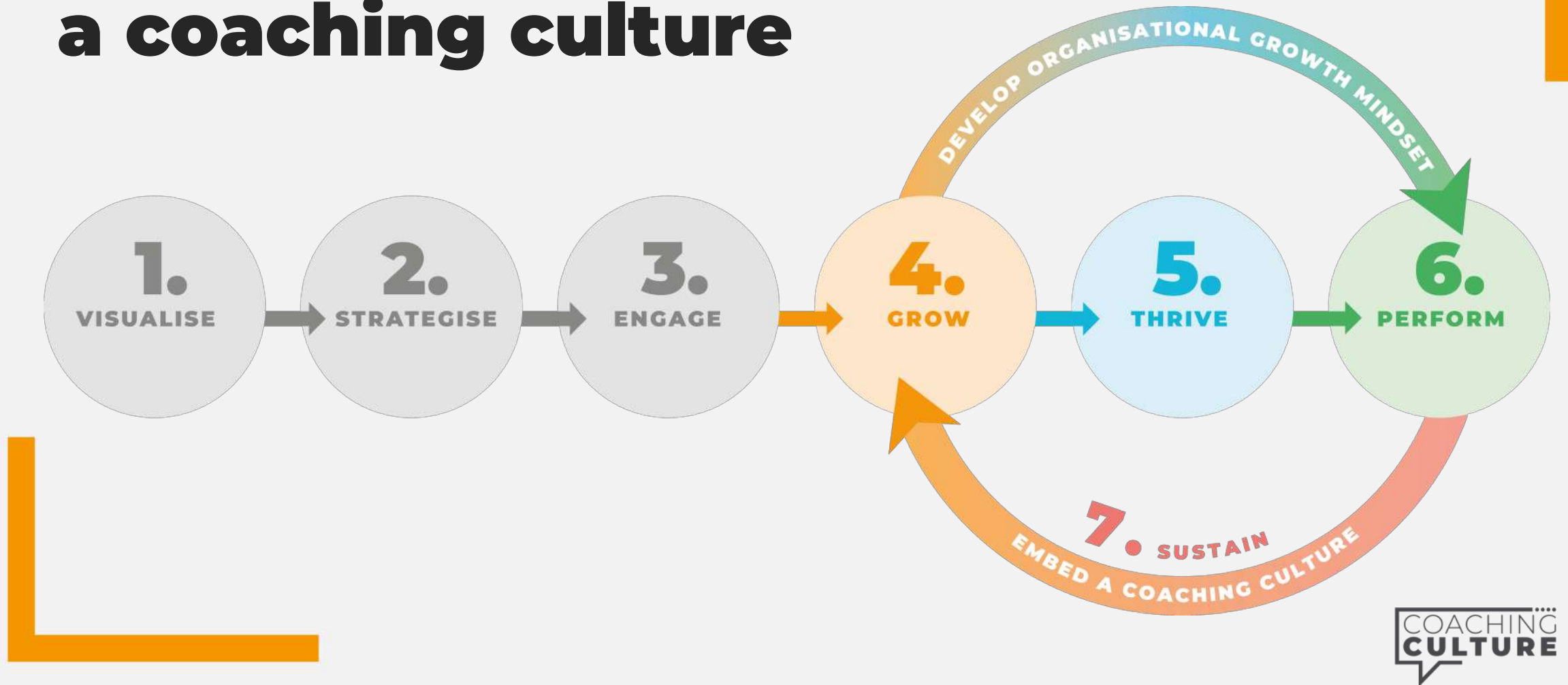


There's a huge shift going on in the world of work



A COACHING CULTURE is a place where **AUTHENTIC LEADERS** and **MANAGERS** help people to **GROW, THRIVE AND PERFORM** through **EFFECTIVE CONVERSATIONS** and **HONEST FEEDBACK** underpinned by **TRUST.**

The seven steps to a coaching culture



Why a coaching culture matters now more than ever





“The role of the line manager, in short, is becoming that of a coach...”

HBR, 2019

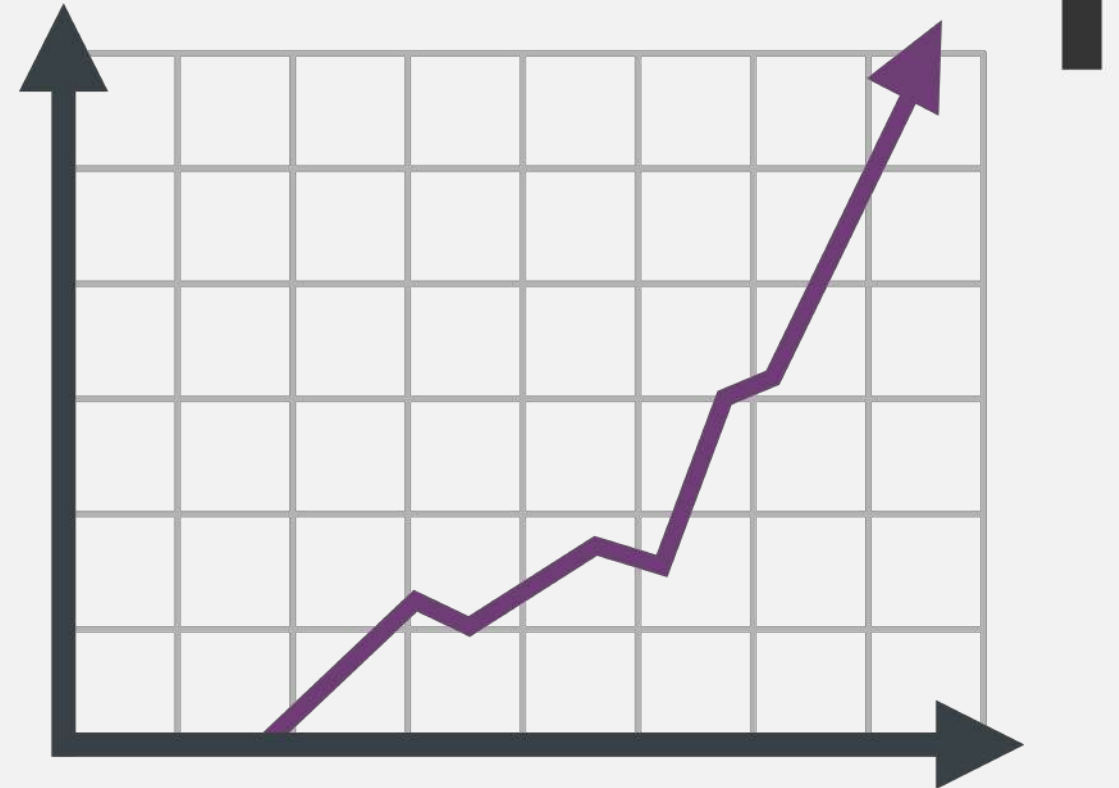
Managers make all the difference...

Yet the picture is worrying:

- Over 79% of organisations have experienced stress-related absence in the past year

Why?

- Covid
- Heavy workloads
- Poor management style



The most common manager myths

Myth 1: It's the role of HR

Myth 2: I have to know all the answers

Myth 3: I haven't got time to coach

Myth 4: It's easier to tell someone what to do

Myth 5: It's a bit fluffy

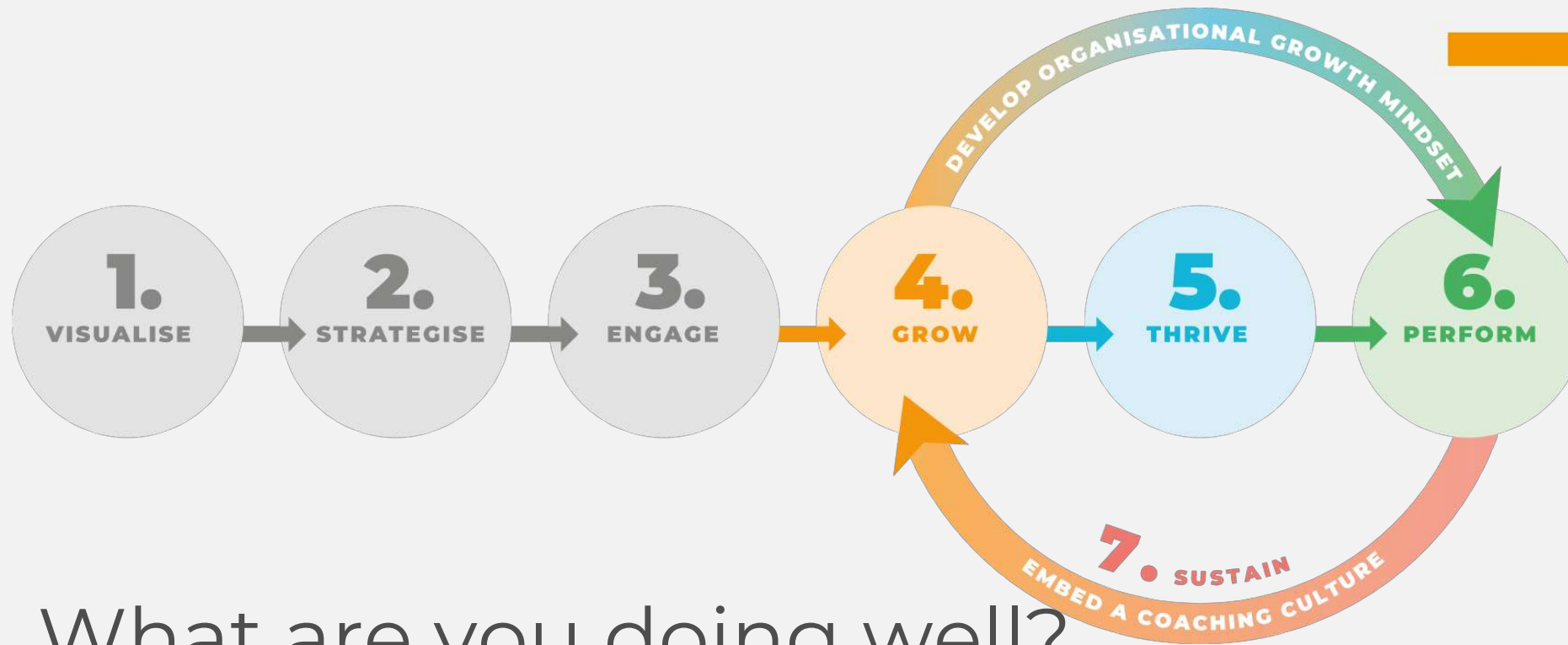
Myth 6: You need to be qualified and accredited

Myth 7: It's just for when people aren't doing their job

Myth 8: My team doesn't want to be coached



At your tables...
then share your thoughts



1. What are you doing well?
2. What are you not doing so well?
3. What are the greatest barriers?
4. What support do you need?

**How CLC work &
Coaching Culture
partner up to help
charities ...**



Coaching Capabilty Workshops

- 9 practical and interactive workshops aimed at leaders and managers
- Facilitated using a coaching style
- Workbooks included

Workshops include:

1. **THE COACH MINDSET**
2. **THE SKILLED COACH**
3. **COACHING CONVERSATIONS**
4. **TRANSFORMATIONAL CONVERSATIONS**
5. **BUILDING TRUST AND PSYCHOLOGICAL SAFETY**
6. **GIVING AND RECEIVING FEEDBACK**
7. **HIGH PERFORMING TEAMS**
8. **LEADING AN ORGANISATIONAL COACHING CULTURE**
9. **EMBEDDING A COACHING CULTURE**

Lessons

- Comprehensive suite of e-learning topics
- Thousands of hours of distilled coaching experience
- 25 bite-sized lessons
- Cover many valuable coaching topics
- Printable workbooks included



TOPICS INCLUDE:

COACHING FOR NON-COACHES



Introduction to coaching



Coaching essentials



Using coaching models



The power of silence



The importance of goal setting



Giving effective feedback



Creating accountability



The art of listening



Building trust and rapport



Asking powerful questions

COACHING CONVERSATIONS



Effective coaching conversations



Coaching conversations with remote workers



Coaching conversations during redundancy



Coaching for difficult conversations



In-the-moment coaching conversations

COACHING FOR MINDSET



Coaching for resilience



Coaching for emotional intelligence



Coaching for wellbeing



Coaching for growth mindset



Coaching for change

COACHING FOR SKILLS



Coaching for focus



Coaching for creativity



Coaching for delegation



Coaching for time-management



Coaching for communication

Mindset



- Library of digital self-coaching modules
- Choice of 24 modules
- Tailored exercises based on an initial self-assessment
- Designed to change behaviours for the long-term

OUR ENTIRE MINDSET MODULE LIBRARY:



Emotional intelligence



Resilience



People pleasing



Growth mindset



Values



Perfectionism



Focus



Stress test



Procrastination



Imposter syndrome



Change readiness



Wellbeing



Confidence



Fear (of failure)



Self discipline



Positive attitude



Motivation



Happiness



Fear (of success)



Self sabotage



Mindfulness



Ostrich syndrome



Creativity



Responsibility



Join the community at

www.coachingculture.com