MEASURE THE IMPACT OF COACHING

Coaching transforms leaders and organizations, but how do you measure its impact?

STEPS

TO CONSIDER

Work with coachee + manager to match coach, identify focus, and define outcomes.

Is the focus on future development or current performance?

Define success measures.

What does success look like? How can we measure and show it?

It increases transparency and buy-in for the process when all parties know measures up front.

Share evaluations with coach + coachee.

Regular feedback throughout the process shows progress to goals and helps recalibrate if necessary.

Manager, coach, + coachee complete evaluations throughout.

SUCCESS MEASURES TO CONSIDER:

Progress made between pre- and post-360-degree assessments
Completion or progress toward individual development plans/action plans
Annual goal achievement
Leader/employee retention
Leader/employee levels of engagement
Rate of promotion or promotability

As effective as it can be, coaching isn't a one-size-fits-all approach.

Work with each leader and his or her manager to find the right coach, identify areas of focus, define what success looks like, and understand how to best measure it. We can help: Visit us at flashpointleadership.com/services/coaching

