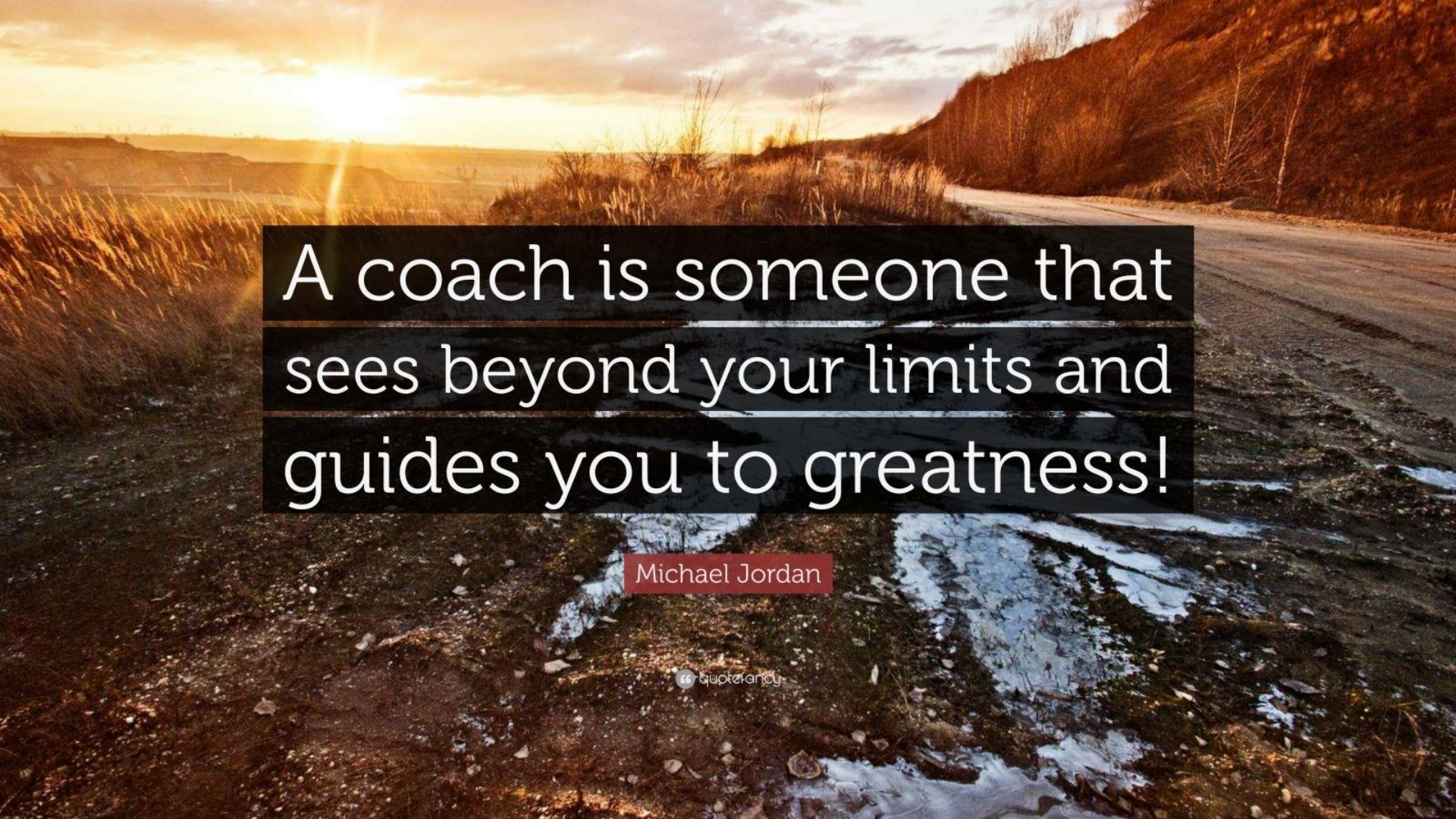


Hello from Connect Three.....

.....let's explore creating a coaching culture
as way of unlocking high performance



A coach is someone that
sees beyond your limits and
guides you to greatness!

Michael Jordan

The hedgehog effect...

There are relationships based on interpersonal trust, self disclosure and openness

There is a preparedness to have courageous conversations

There is a focus on self-awareness and personal development

There is a willingness to give clear and constructive feedback throughout the organisation

...how many did you say 'yes' to?

So, what exactly is a coaching culture?

“A coaching culture is unique to every organisation. It exists to support and deliver the business strategy through people engaging with people. By creating an environment where engaging in effective conversations and honest feedback is ‘how we do things around here’ people will feel enabled to perform, grow and thrive”

Shona Marshall, Executive Coach

Some coaching culture benefits...

Retains and attracts the
best talent

Supports psychological
safety

Develops a growth mindset

Increases wellbeing

Positively impacts
employee engagement

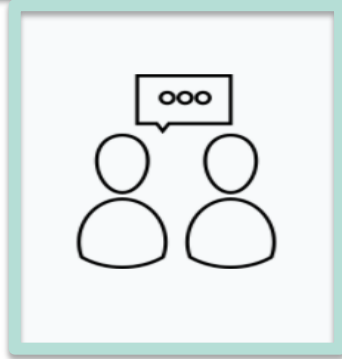
Positively impacts
customer/service levels

Builds resilience

Builds trust

...leading to increased likelihood of innovative solutions, efficiency
and effectiveness improvements and better financial performance

How will you encourage your coaching culture.....



Next decade critical success competencies...

Critical Thinking



How would you rank these in importance for your own organisation?

Learning Agility



Are there any competencies you don't think are critical?

Digital Dexterity



Are there any competencies you would add?

Building Relationships



Which competencies are your highest risk?

Embracing Diversity



Which competencies are your greatest opportunity?

Resilience



How would a coaching culture support this?

Change Orientation



Source: PSI report 2021

Thank you from Connect Three.....



connect-three-solutions



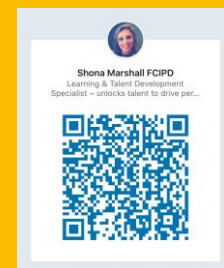
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