

Building and Establishing a Coaching Culture

***Maximise the investment in learning and
impact on performance***

Neville Pritchard at The Learning Sanctuary

The problem is

- 70 percent of people leave jobs because of relationship issues
- Two thirds of staff feel undervalued at work
- Managers' time is pressured
- The greatest source of inefficiency lies in working relationships
- Training is time consuming and is not making the expected difference in performance
- Inconsistency in individual performance
- Teams are not playing to strengths

This results in

- Low morale, productivity and employee engagement
- Ineffective and inefficient teams and individuals
- Spiralling attrition rates
- Huge costs in attracting new people
- Investment being wasted as people keep leaving
- Customers not having a good experience
- Managers wasting time trying to address development within formal meetings
- Dissatisfied managers, staff and customers
- An inability to attract new staff

What is a Coaching Culture?

Where every individual is able to focus on their own performance and support others through coaching activity and be willing to receive coaching from others whatever their status and take responsibility for co-ordinating development.

It is a culture where there exists an intent to inject and maintain energy in personal and collective performance through establishing a working environment and interactive framework which encourages continuous improvement.

*"An outstanding coach, who is incredibly knowledgeable
and worth listening to."*

Head of HR and Learning – Building Society

A Coaching Culture will

- Impact positively on morale, productivity and the bottom line
- Be applicable at all levels in the organisation
- Create a common language and approach across all staff
- Align with organisational initiatives
- Create a 'no blame, no moan' yet highly accountable culture

What difference will this make?

Individuals will be...

- More valued
- Better motivated
- Open to change
- Receptive to feedback
- Able to create positive working relationships
- Taking ownership for managing their own issues, performance and development

Teams will...

- Be more solution focused
- Have improved self belief
- Have a stronger sense of identity
- Take ownership for their own issues, performance and development
- Experience greater trust, openness and collaboration

The organisation can expect...

- Greater efficiency
- Improved morale and engagement
- Less stress and conflict
- Reduced staff turnover
- Improved performance
- An improved bottom line

How can I bring a Coaching Culture into my organisation?

- We offer a one-day workshop with no minimum number of participants
- The workshop is practical and hands-on, built around current needs and projects if participants so desire
- Participants receive exercises, practice, and input focused on building, implementing and establishing a coaching culture
- Topics covered include communication management, performance focus, the coaching spiral, the performance impact of coaching, the player-coach model of Frank Dick OBE, styles of coaching, the coaching habit, measurement, and implementation frameworks.



Neville Pritchard

Neville is an internationally recognised expert in the implementation of coaching and maximising investment in learning and development. He is a Director and co-founder of INL Consultancy Ltd and The Learning Sanctuary Ltd.

Neville has held the posts of Learning Director and Head of Barclays University at Barclays Bank and Head of Group Training and Management Development at Abbey National.

He has successfully established coaching as a primary performance improvement approach in a number of organisations and is the personal coach of HR and Learning Executives.

Neville is also a recognised sports coach within the UK.

Who Do I Contact?

Email: info@thelearningsanctuary.co.uk to book your place on this exciting and enlightening event.

To discuss further, please telephone The Learning Sanctuary on: 0845 833 1178