Coaching Employees

Coaching is a game plan for building a great team. Match employees with a coach whose style can best guide them to success. Benefits range from increased productivity to healthier work relationships and a stronger bottom line. So open the coaching playbook and transform your company today!

Types of Coaches:

- Experts provide advanced knowledge
- Trainers improve job performance
- Evangelists spread messages
- Coaches ask questions for employees' own self-discovery
- Mentors shoot for long-term growth
- Motivators help identify goals

Coaches should explain their strategy before engaging with employees.

Clear about the process
Seeks out different viewpoints
Emphasizes real change
Proven history of success
Defines confidentiality

Think coaching might help your team?
You're not alone – 60% of coaches are expanding their client base. Before you start a coaching initiative, here's what to look for:

- Coaching develops employees' skills, boosts performance, and proactively corrects issues and challenges
- 61% of respondents cited increased competence, 48% improved confidence, 47% improved focus and self-control, 46% improved focus and self-control, 46% improved problem-solving skills, 45% of execs found better relationships with direct reports, 51% healthier relationships with direct supervisors, 48% increase in teamwork, 59% higher job satisfaction, 41% fewer conflicts, 63% stronger commitment to the company, 42% stronger client relationships, 48% reported an increase in their productivity

Coaching Transforms Executives' Contributions:

- 77% felt more motivated
- 43% worked better with the team
- 45% improved their performance
- 50% reported higher self-confidence
- 37% found better communication skills
- 46% improved work/life balance
- 99% are "somewhat" or "very satisfied" with the experience
- 96% would repeat the process
- 86% of companies feel they recouped their investment

Coaching Leads to a More Positive Employee Experience:

- 99% of respondents rated their coaching relationship as positive
- 79% of respondents are more engaged at work
- 73% of respondents have more positive attitudes about their work
- 63% of respondents are more satisfied with their work
- 76% of respondents feel more connected to their colleagues
- 49% of respondents have more positive attitudes about their organization

Coaching Helps Employees Reach Their Potential:

- 61% of employees feel more confident
- 48% of employees feel more engaged
- 44% of employees feel more connected
- 37% of employees feel more satisfied
- 32% of employees feel more motivated
- 22% of employees feel more productive

Benefits of Coaching to Organizations Include:

- 96% higher executive retention rate
- 77% greater organizational strength
- 67% increase in customer service
- 48% greater organizational strength
- 39% reduction in customer complaints
- 32% higher executive retention rate
- 22% stronger bottom line
- 61% better business management

Coaching improves hard skills like job-specific performance and soft skills like working with others.

Coaching can be a company-wide initiative, so learn how tapping into it creates a higher performing team and a stronger bottom line!

What is Coaching?

Coaching helps employees unlock their potential, but the concept still remains a mystery to companies. Anyone can be coached: new hires can learn the keys to success, struggling employees can be course-corrected, and top performers can be trained for more senior roles.

Coaching is a sustainable employee development strategy that builds a culture of continuous learning and growth. Coaches guide employees toward success by asking open-ended questions, listening actively, reinforcing positive behaviors, and modeling the behavior they want to see.

Coaching is a proven strategy for enhancing employee performance, productivity, and engagement. It also improves employee retention and helps build a more positive work environment.

Coaches Need to Show an Ability to:

- Understand the employee's current level of performance
- Identify areas for improvement
- Help the employee set achievable goals
- Provide feedback and guidance
- Encourage the employee to take ownership of their development

Coaching Transforms Executive Contributions:

- 74% of executives reported increased self-confidence
- 71% of executives found better relationships with direct reports
- 67% of executives reported healthier relationships with direct supervisors
- 61% of executives increased teamwork
- 52% of executives had higher job satisfaction
- 44% of executives had fewer conflicts
- 37% of executives had stronger commitment to the company
- 53% of executives had stronger client relationships
- 50% of executives reported an increase in their productivity

Reviews of Coaching:

- 99% of employees feel better about their work
- 79% of employees feel more engaged at work
- 73% of employees have more positive attitudes about their work
- 63% of employees feel more satisfied with their work
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