



2018 Houston IIA Annual Conference
“Navigating Your Future”

Enterprise Coaching®: Fast Track to Engagement, Performance and Profitability

Kim Sawyer and Sonia Mejias
April 9, 2018

*Partners with you to create a coaching culture in your organization –
enhancing capacity, maximizing performance and increasing prosperity and profitability.*

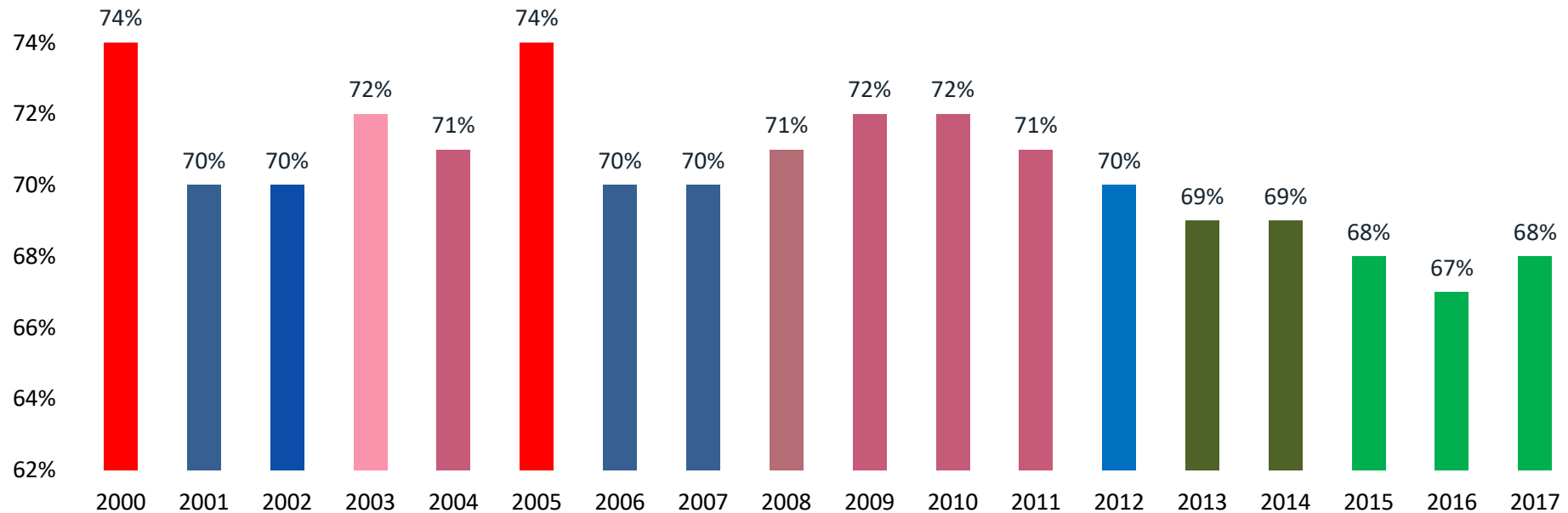
Why get a
Coaching
Culture?

Employee Engagement

According to Gallup,
67% of all employees in
the U.S. are not
engaged...

PERCENT U.S. EMPLOYEES NOT ENGAGED

(includes Not Engaged and Actively Disengaged)



Source: Gallup, Inc.

The background of the slide features a light blue gradient with a pattern of falling US dollar bills. The bills are shown in various orientations and positions, creating a sense of motion and financial loss. The text is centered over this background.

**Employee
disengagement is
costing companies
billions every year...**

**...and managers
are responsible
for 70% of this
problem.**

**Only 21% of employees
strongly agree their
performance is managed in
a way that motivates them
to do outstanding work.**

**Employee engagement
drives profitability.**

**Leadership
drives employee
engagement.**

**An organization's
culture shapes its
leadership.**

**Managers who
Lead by Coaching[™]
become better
leaders.**

**So leadership,
engagement, and
profit thrive in a
Coaching Culture.**

Google says.....

Organizations with a strong coaching culture report recent revenue above their industry peer group (13% greater than those organizations without a strong coaching culture).

What is a
Coaching
Culture?

Everything starts with a conversation



9/10 CONVERSATIONS FAIL!



9/10
Miss the
Mark

9 out of 10 conversations miss the mark.



Businesses that are highly effective at communications are nearly 350% more likely to financially outperform their competitors as those who aren't effective.

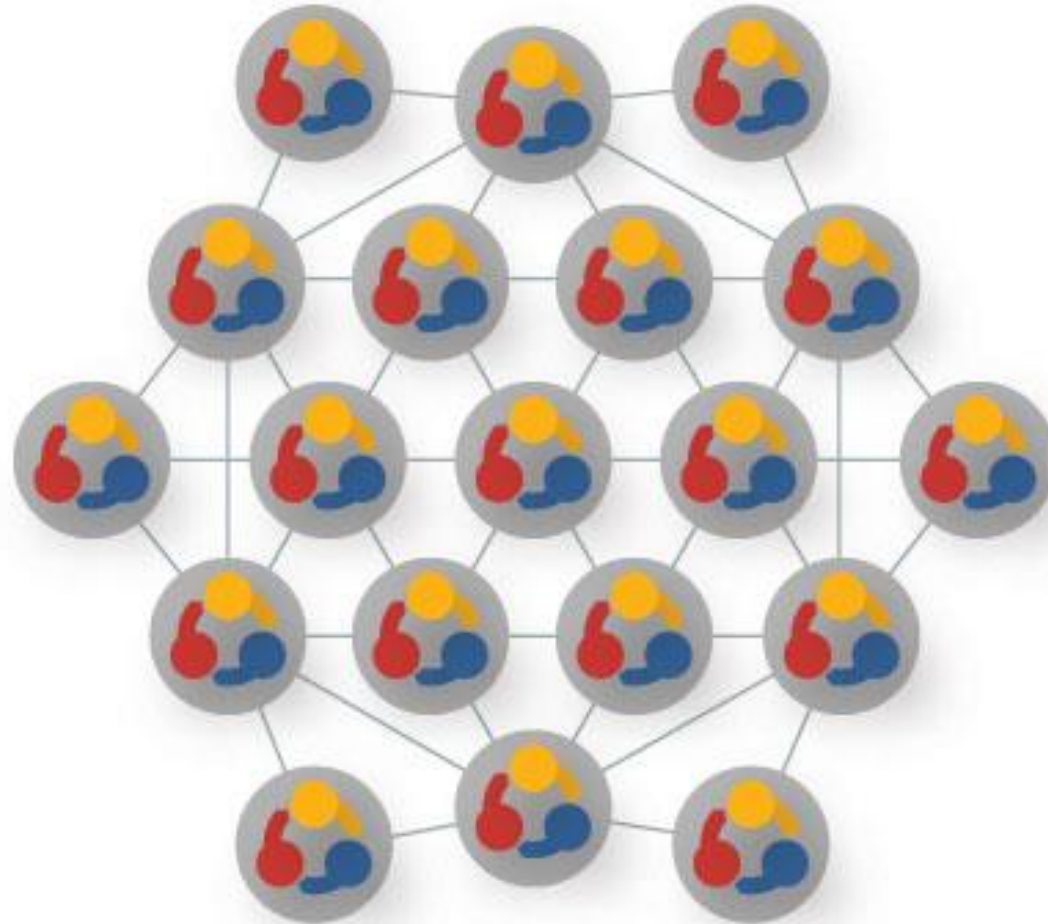
“I know that you believe you understand what you think I said, but I’m not sure you realize that what you heard is not what I meant.”

Pentagon Spokesman Robert McCloskey

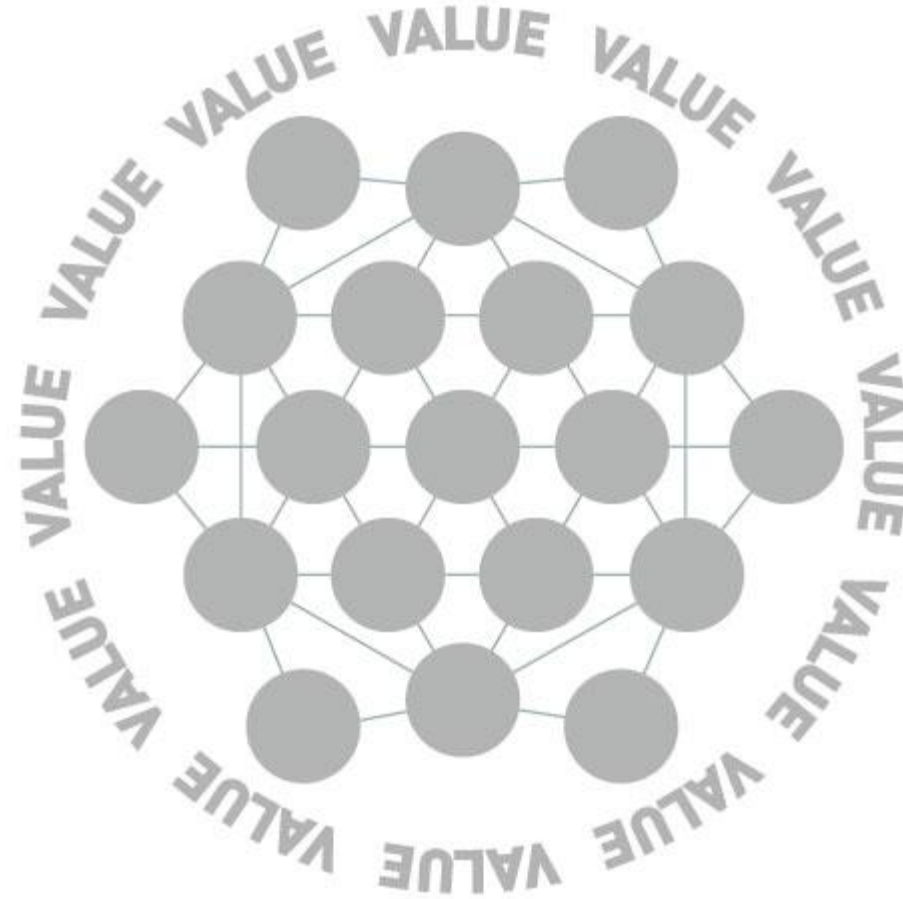
“Getting to the next level of greatness depends on the quality of the culture, which depends on the quality of the relationships, which depends on the quality of the conversations. Everything happens through conversations.”

Dr. Judith E. Glaser

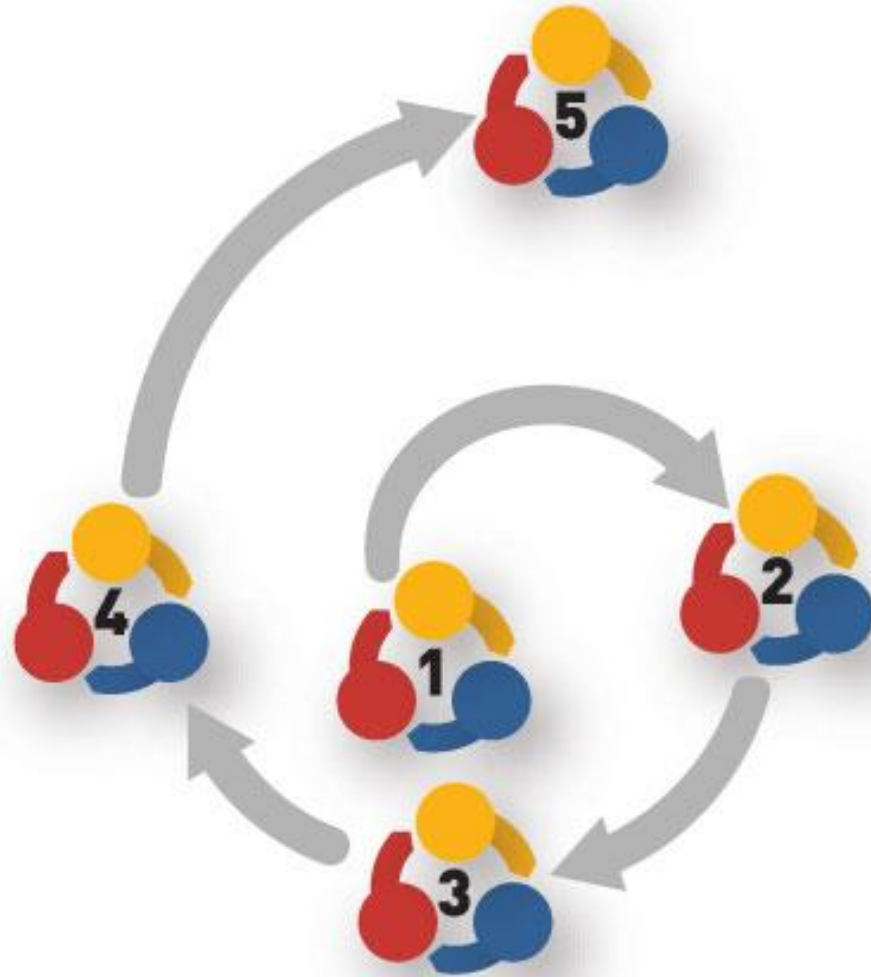
An organization is a structured set of conversations.



A culture is a structured set of values



that influences those conversations.



Coaching is a structured series of conversations that instills coaching values.

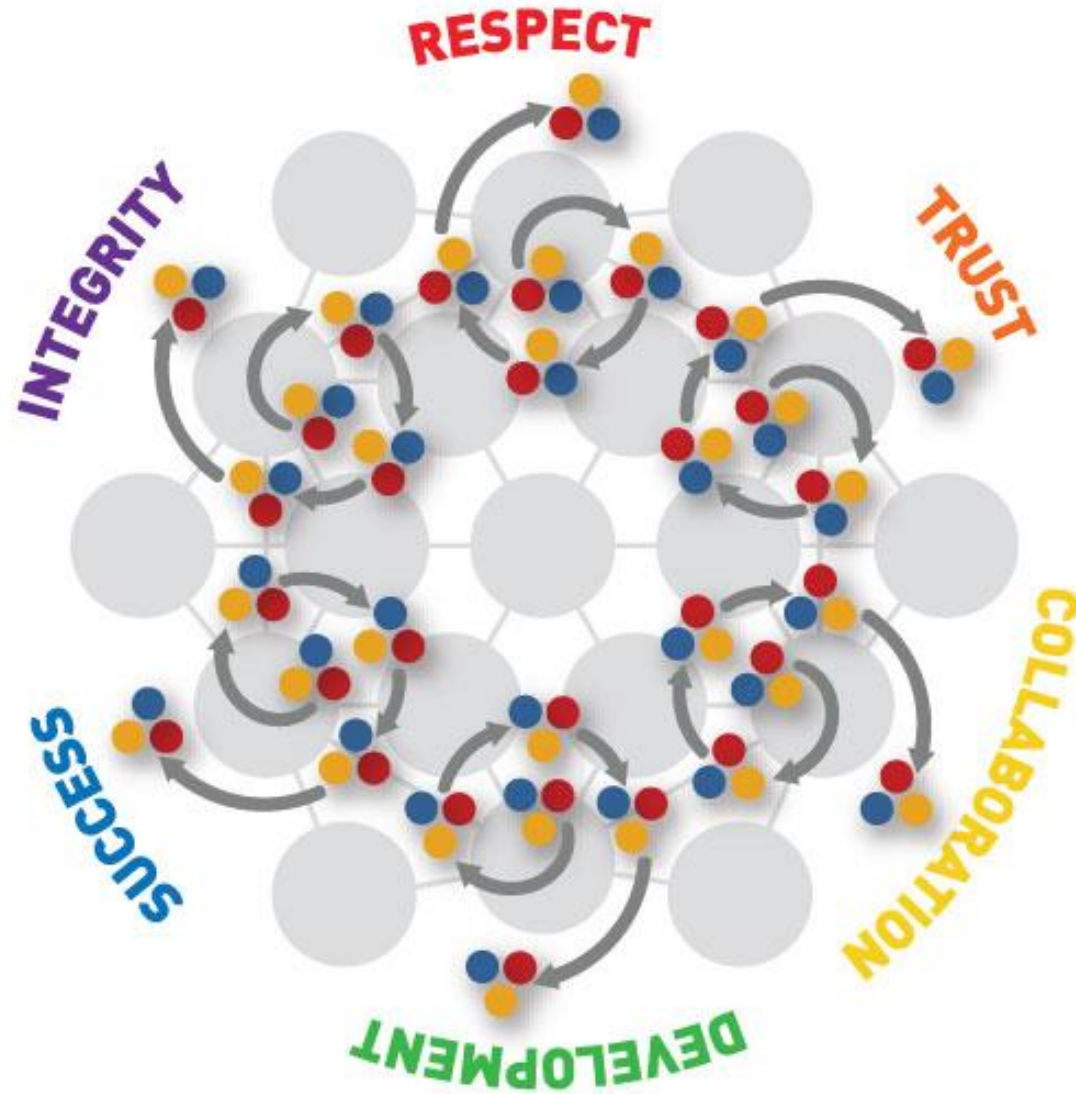
Coaching Values

Integrity, Respect, Trust,
Collaboration,
Development and
Success.

**When coaching
occurs regularly
in an organization...**

**...coaching values
become a powerful
influence on
culture...**

...and a **Coaching Culture** emerges!



How do you
build a
Coaching
Culture?

Before you build it...define it!

A coaching culture is one where, from the top down, coaching is the predominant style of managing and working together, and collaboration and voluntarism are the common basis of its conversations.

It is a culture that values and invests in professional coaches, managers and leaders employing coaching skills in various modalities – encouraging them to support people to grow their skills, problem-solve, enhance their value, reach their professional and business goals and encourage the full engagement of all stakeholders.

Enterprise Coaching® Program



Foundation Building



We Coach the C-Team



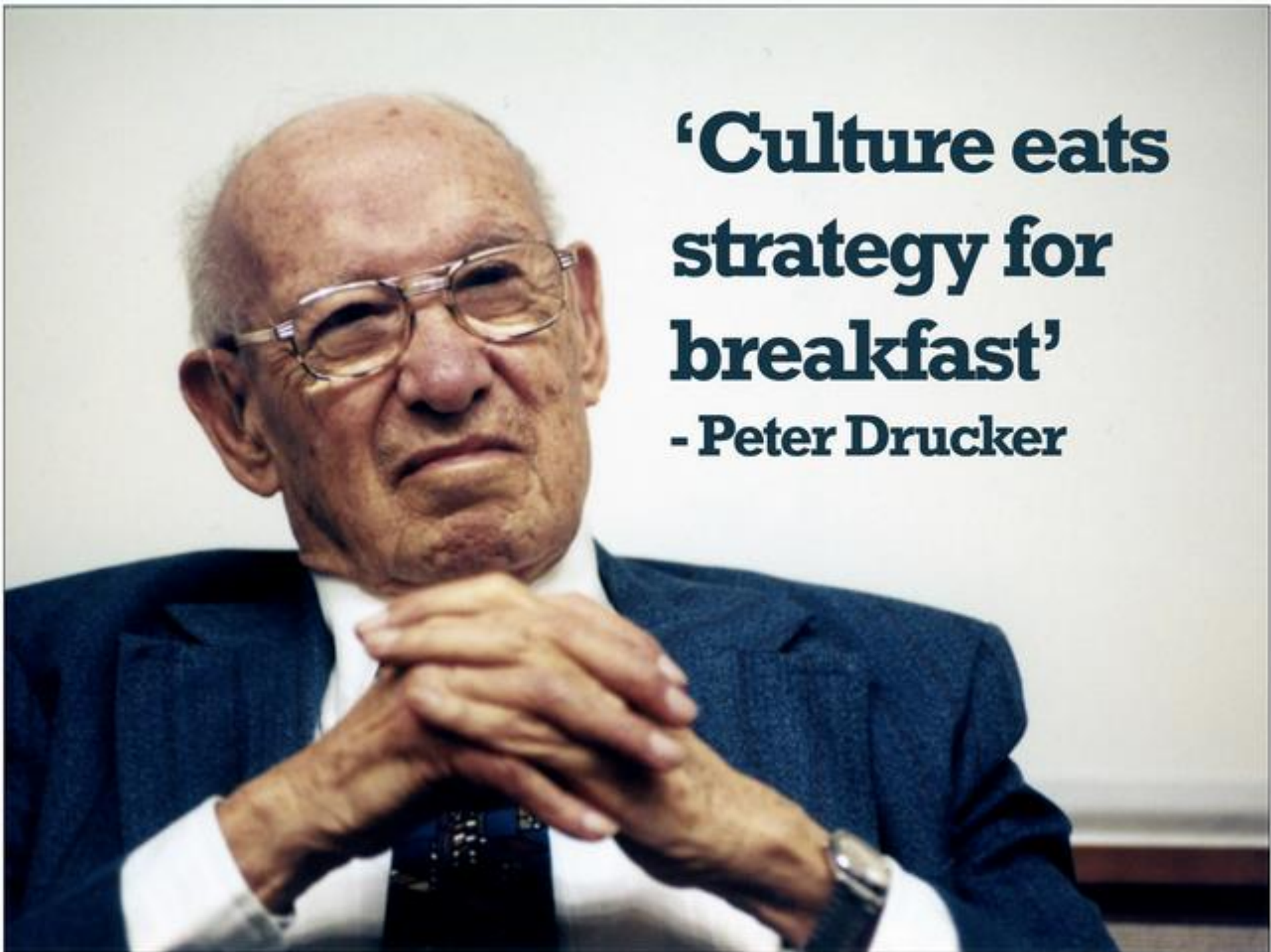
Managers Coach Employees



Employees Coach Employees



Your Coaching Culture Emerges



**‘Culture eats
strategy for
breakfast’
- Peter Drucker**



**Builds
Coaching
Cultures**

www.GetCoachingCulture.com

Get on the Fast Track!