Workplace Coaching - What is it and does my business need it?

A tailored EAP coaching package to suit your business

At a glance

Coaching is a cost-effective strategy used to develop employee capabilities, the benefits of which are significant when implemented effectively. It allows employees (or employers) to learn by doing, to build upon skills and knowledge and perform at their very best.

Key metrics

Wondering how effective workplace coaching is? Here are a couple of statistics.

84%
EAP Effectiveness Rate in Resolving Issues

6X
A survey of 100 executives showed that the average ROI of executive coaching was almost 6x the cost of coaching

WORKPLACE CHALLENGES

It can be a challenge to know what kind of support your people need from you. Those who seek out support for their employees through coaching improve communication and relationships not only on an individual level, but among their team. They experience fewer breakdowns between individuals and departments and see greater improvements in efficiency.

WORKPLACE SOLUTIONS

As a leader of a team, you want your team to succeed in accomplishing its tasks. You've likely put in a lot of effort to recruit the talented people you're working with. It's worth investing in them, to help them be as great as they can be. Coaching is most effective in three main areas:

- **Solving work place problems**
- **Achieving long-term goals**
- **Enhancing performance**

3 PROVEN BENEFITS

1

Leadership Effectiveness

In a study measuring leader effectiveness found that executives who received six months of coaching increased their effectiveness by 55% when rated by their peers in a 360-degree feedback survey

2

Team Effectiveness

Coaching was found to be more effective for teams that were struggling with communication, reflection, and self-correction. Coaching was found to improve productivity through mediating factors such as psychological safety (Traylor et al., 2020).

3

Increased Employee Effiacy

In an experiment comparing a control group to an experimental group of managers who received coaching, the coached managers reported significantly higher levels of self-efficacy (Leonard-Cross, 2010).

POSITIVE Mind WORKS

1800 327 477 (AU) 0800 327 477 (NZ)
www.positivemindworks.co
reception@positivemindworks.co