



University of
Nottingham
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From coach pool to coaching culture: systematic to systemic approaches

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WARNING
Contains passion







‘... we have yet to find a company that can’t benefit from more candour, less denial, richer communication, conscious development of talent, and disciplined leaders, who show compassion for people’

Sherman and Freas 2004, see Clutterbuck and Megginson 2007



9

78

249

1

19

*and
so the
adventure
begins*



Top 3 priorities





Strategy



“To begin with the end in mind means to start with a clear understanding of your destination. It means to know where you’re going so that you better understand where you are now and so that the steps you take are always in the right direction.”

Covey, Stephen R, 2013





Strategy

1. Introduction
2. Terminology and definitions
3. Strategic aims
4. Context and rationale
5. Scope
6. Guiding principles
7. Benefits
8. Categories of coaching
9. Coaching framework
10. Coaching culture
11. Governance and process
12. Workload planning and time allocation
13. Evaluation and success criteria
14. Opportunities



“I want to know how to be able to work even harder and stay at work longer each day than I do already ... even if it’s at the detriment of my health ...”

“I want you to help me to be even more insensitive to my team when they mention a personal problem ...”

“I want ***you*** to ***tell*** me how to do it ...”

1. Confidence
2. Imposter syndrome
3. Leadership style
4. Difficult conversations
5. Assertiveness
6. Time management
7. Prioritising
8. Delegating
9. Project management
10. Change
11. Career



Style

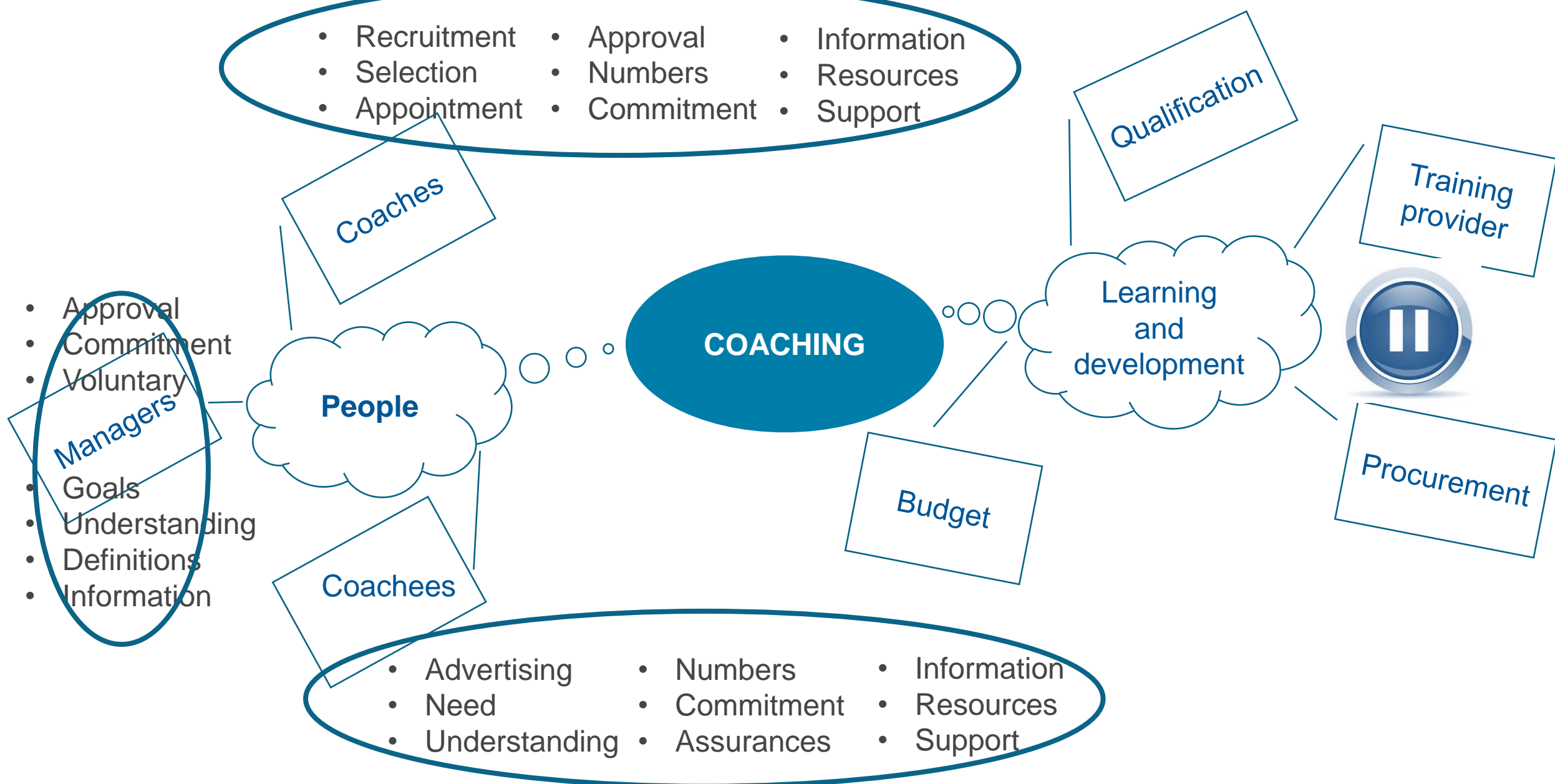


“... we are deeply helpful when we risk ourselves as persons in the relationship, when we experience the other person as a person in his/her own right. Only then is there a meeting at a depth that dissolves the pain of aloneness in both client and therapist.”



Step by step







- 2016 – 42 coaches
- 2017 – 21 coaches
- Training provider
- ILM Level 5
- Volunteer coachees
- LMA Hub
- Community of Practice
- Feedback
- Evaluation
- Register as a coach
- Request coaching

***“When you create a culture of coaching, the result may not be directly measurable in dollars.*”**

“... But we have yet to find a company that can’t benefit from more candour, less denial, richer communication, conscious development of talent, and disciplined leaders, who show compassion for people’”

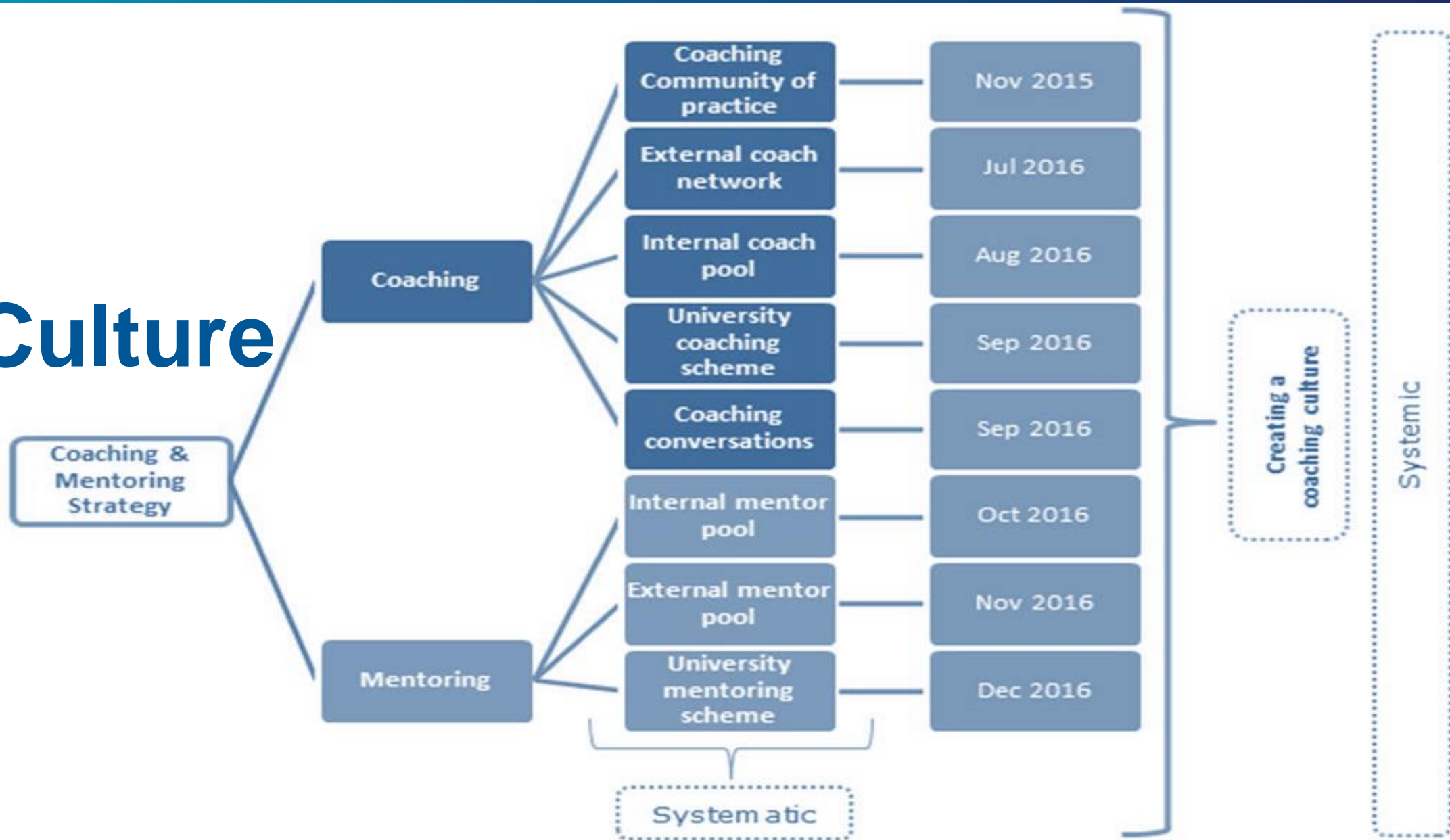


Challenges





Culture





COACH

“... it is such an incredibly rewarding experience to see yourself growing through practice. I absolutely cherish every moment spent!”

COACH

“The assignment was challenging, but it was an extremely beneficial activity - it gave me in-depth knowledge on the theory and skills required to become an influential coach”

COACHEE

“I have noticed such a difference in myself from the start of the sessions. I have grown in confidence.”

COACHEE

“I really felt I made progress in this session. I've set some achievable goals for the next week.”

Two large, blue-outlined five-pointed stars are positioned on the left side of the slide. The left star contains the number '78' and the right star contains the number '249'.

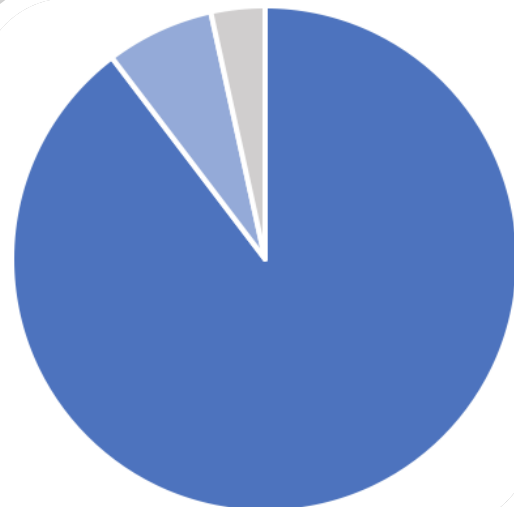
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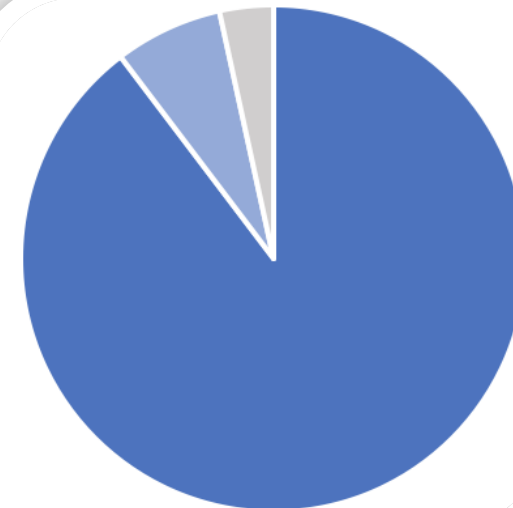
- CMCP
- Leadership development programmes
- Global strategy refresh
- Coaching ambassadors
- Themes
- Coaching skills
- Coaches - 46 areas of work
- Coachees – 78 areas of work
- 2019/20



**Are you making
progress against
your goals?**



**Which goals did
coaching enable you
to address?**

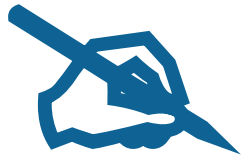


**How effective was
your coach?**

4.56
average
rating for all
coaches

**What wider impact
did coaching have on
your team/
department/
University?**

3.93
average
rating from
all coachees



Top 3 takeaways

- for **action**
- for **learning**
- for **reflection**
- for your **development**





- 1. Priorities**
- 2. Strategy**
- 3. Style**
- 4. Step by step**
- 5. Challenges**
- 6. Culture**
- 7. Action**

**Questions
and
Comments**

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thank you