

# The Impact of Coaching

ABR has extensive content expertise that provides the foundation for truly engaging training. *Here's a little taste of that, just for you.*

**Bersin by Deloitte research indicates that the greatest difficulty with performance management is managers' inability to coach their employees.**

Giving managers the tools to improve coaching is worth it. Organizations in which employees revise or review their goals quarterly or more frequently are 45 percent more likely to have above-average financial performance. Also, organizations effective at teaching managers to coach have higher levels of employee productivity, employee engagement, and financial performance than organizations with ineffective coaches.

Source: Garr, Stacia High-impact Performance Management: Part 1 – Designing a Strategy for Effectiveness. Bersin by Deloitte. 2011.

- › One of the pivotal competencies in creating a culture of learning and continuous improvement is a commitment to coaching and development. Coaching is THE fundamental reoccurring activity that drives individuals and teams to success, and therefore must become a standard part of the conversations leaders have with their team members. Leaders provide their teams with the tools and guidance to optimize their business as well as succeed in their role and career. In short, coaching is the most impactful and important activity that leaders can perform.

[Continue reading on page 2 >>](#)



Amy E. Fox, President  
Accelerated Business Results

**We can help you with frontline and leader onboarding programs, sales and service training, product and technology launches, new systems introductions, and sales coaching.**

**Contact us to learn how:  
513-563-3585 or  
[www.acceleratedbr.com](http://www.acceleratedbr.com).**

# The Impact of Coaching

ABR has extensive content expertise that provides the foundation for truly engaging training. *Here's a little taste of that, just for you.*

- › **Here are five “must do’s” for leaders to get the most value out of coaching:**
  - Schedule time in Outlook to be with team members in their environment. Environment is critical to effective coaching, and there’s no better setup than being side-by-side.
  - Say as little as possible in front of internal and external customers. Your team member must lead, almost as if you’re not there.
  - Assertively deflect urgent issues from the office. Send a message to your team member that there is no issue of greater importance than his/her development.
  - Choreograph the time spent with the team member by dividing it into phases. Establishing a rhythm reduces anxiety, which increases learning.
  - Leverage the experience to pursue your strategic agenda. Be open to learning as well, and you will gain new insights into your toughest challenges as a leader.



Amy E. Fox, President  
Accelerated Business Results

**We can help you with frontline and leader onboarding programs, sales and service training, product and technology launches, new systems introductions, and sales coaching.**

See more at:  
<http://acceleratedbr.com/blog/good-coaching-better-performance/>

**Contact us to learn how:  
513-563-3585 or  
[www.acceleratedbr.com](http://www.acceleratedbr.com).**