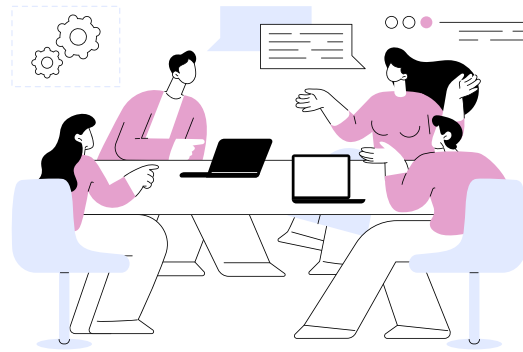


COACHING LEADERS: MODERN PRACTICES IN LEADERSHIP DEVELOPMENT



Derived from capturing L&D perspectives through rigorous surveys and thorough analysis, Training Industry research offers data-backed insights and best practices for corporate training professionals.

In recent Training Industry research about the popularity of different types of coaching being used in modern workplaces, coaching for existing leaders was endorsed by 52% of organizations and coaching for future leaders was endorsed by 50%.



We explored this data further to understand how leadership coaching is utilized, its effectiveness and its challenges.

Leadership coaching is seen as fairly effective.

78%

of organizations that deploy leadership coaching said their coaching programs were effective.

Most leadership coaching programs aren't new.

60%

of the leadership coaching programs in our sample have been operating for more than 5 years, and only 2% were less than one year old. Overall, 78% are considered mature, with only 6% rated as underdeveloped.

Struggles Are Commonplace

The most prominent challenge facing leadership coaching programs is employee motivation to be coached (44%).

30%

of organizations said

- Insufficient time for leaders to participate
- Issues identify leaders in need of coaching
- Implementation complacency

The top outcomes expected from leadership coaching:

- Improve job performance (84%)
- Enhance career development (60%)
- Increased engagement in leadership roles (58%)

Recommended practices to improve leadership coaching at your organization:

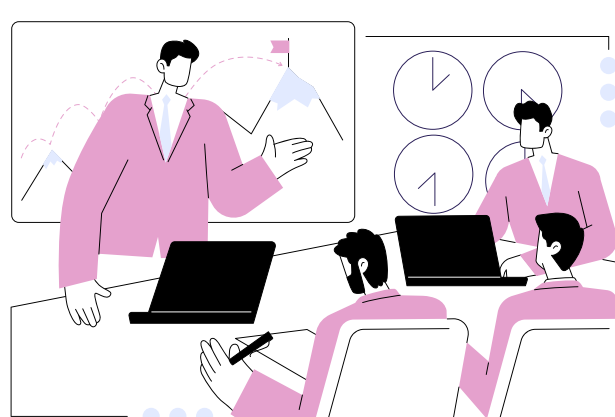
Inspire Motivation and Ownership

Clearly communicate the benefits of coaching for job performance, career growth and engagement. Involving leaders in setting their own goals can foster a sense of ownership and commitment to the process.



Make Coaching Accessible and Time-Efficient

Address time constraints by integrating sessions into existing workflows, keeping them focused and concise. Leverage virtual or on-demand coaching options to make participation more flexible and sustainable.



Support Long-Term Coaching Success

With mature programs, consistency and freshness are key. Standardize coaching frameworks, provide ongoing development for coaches and regularly update content to align with organizational priorities and leadership challenges.



Measure Impact and Continuously Improve

Clearly communicate the benefits of coaching for job performance, career growth and engagement. Involving leaders in setting their own goals can foster a sense of ownership and commitment to the process.

