

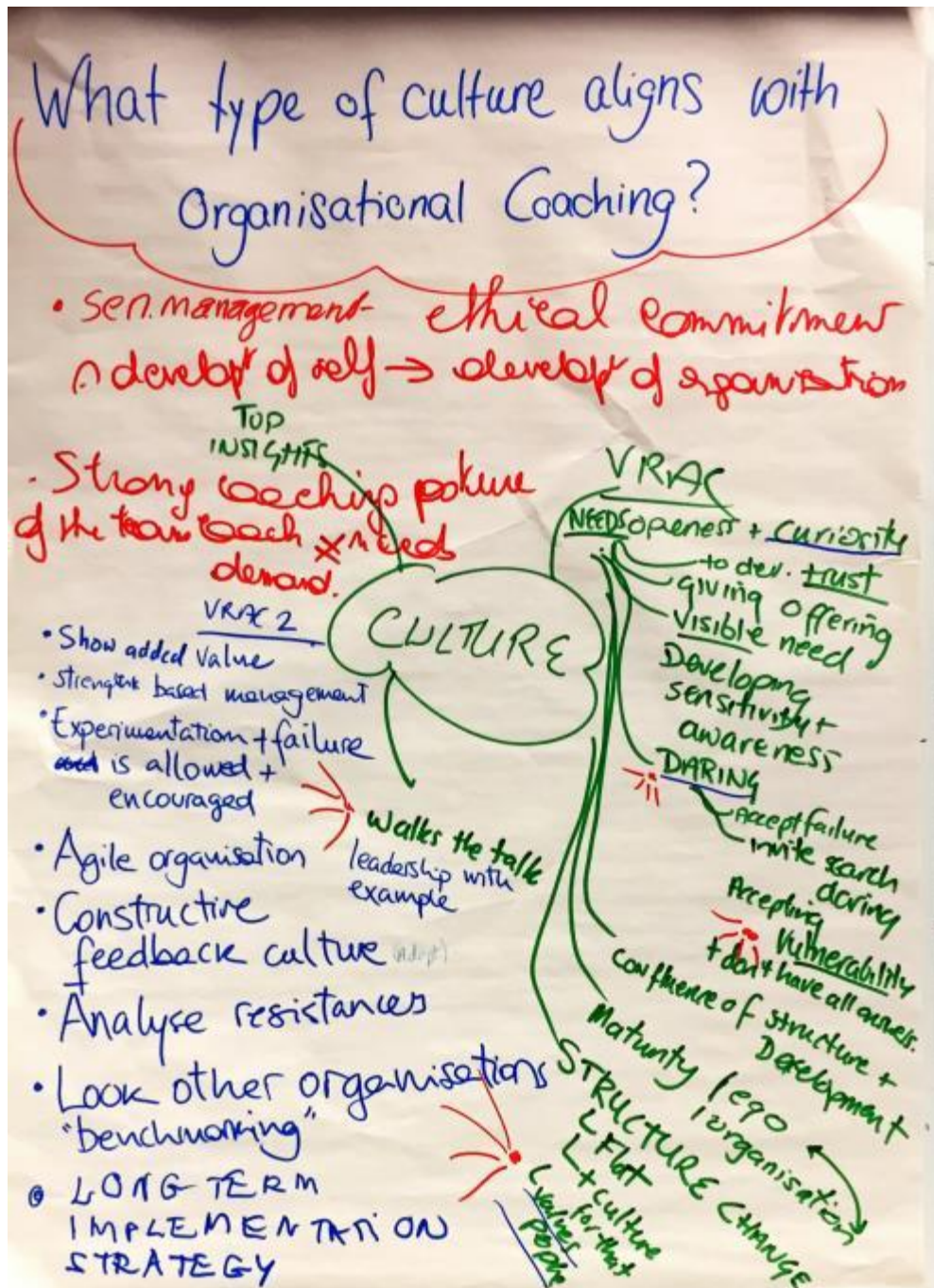
# Coaching Breakfast with Dr. Lise Lewis

*Photo Minutes*

*21 September 2018*

# What type of culture aligns with organisational coaching?

## Coaching Breakfast – world café



# What does the growth in internal coaching mean to both internal and external coaches

*Coaching Breakfast – world café*

What does the 'growth in internal coaching mean to both internal & external coaches?

- <sup>Together</sup> ~~Internal~~ <sup>External</sup> Coaches help to buy in and build trust!
- For Team Coaching an I/E Pairing is beneficial - "Blind Spots" and Follow-up
- I/E's Challenge "differently"
- I/E's exchange on Org. Challenges
- Importance to keep the balance (completes the picture)
- Internal Coaches available to \*larger target population\* eg. non-management staff
- \* could shift organisational culture
- Offers opportunities.
- Makes more diverse kinds of Coaching available
- Mutual benefit to I/E <sup>support</sup>



# What are potential challenges for the success of organisational coaching?

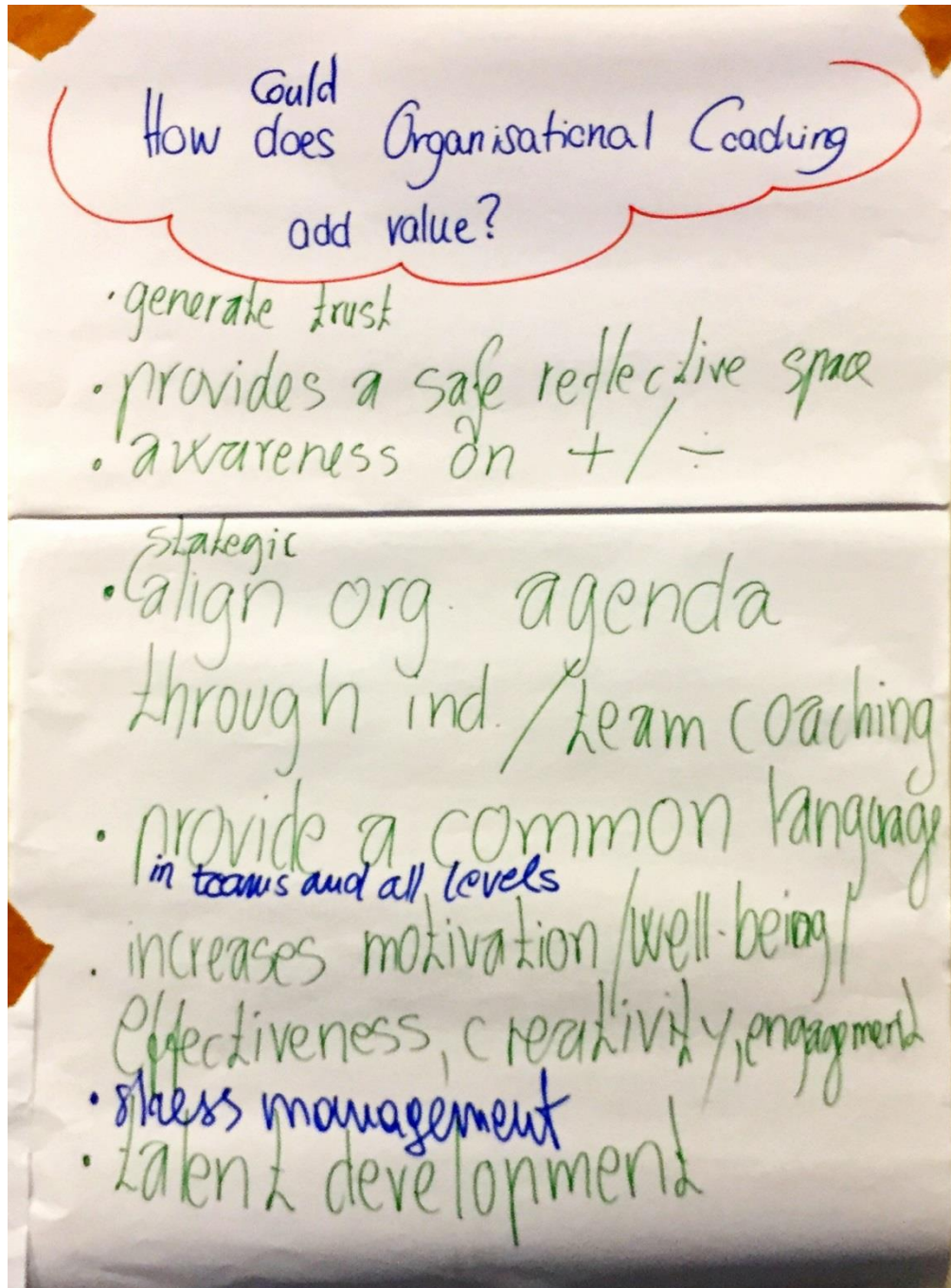
*Coaching Breakfast – world café*

Potential challenges for success of organisational coaching

- No information on ROI <sup>communication</sup> <sup>convincing</sup>
- Triangular (tripartite) meeting - if trust
- Contracting <sup>+ objectives aligned</sup> <sup>+ support by manager through process</sup>
- Reaching the top / right stakeholders <sup>→ experience coaching</sup>
- Ordering process (admin) <sup>timing issues</sup> - Use of feedback
- Responsibility remains with managers  
Coach as a support
- What can organisation offer to match the "new person"? <sup>→ Break out of rigid structures</sup>
- Lack of understanding about coaching
  - "fixing" "remedial" "therapy"
  - shame a challenge
  - experienced managers don't need coaches → weakness
  - negative associations amongst mgrs
  - Alpha environment

# How does organisational coaching add value? (1/2)

## Coaching Breakfast – world café





## How does organisational coaching add value? (2/2)

### Coaching Breakfast – world café

\* measuring impact? — sustainable  
how? long-term change  
of behaviour

→ part of contract! IT

→ reserve 1 session  
follow up session at end → 1 year?

\* addressing systemic challenges first! (patterns?)

\* even before create safe space!

\* Personal Development & Professional Development

- \* Influences org. culture over time
- \* Incremental impact of self-reflection
- clarify professional (political) purpose
- better income for ext. coaches
- increased performance of coaches (?)  
and organisation
- Could feed for L&D needs

# Contact

*Don't hesitate to get in touch...*

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