

CREATING A COACHING CULTURE *Masterclass*

ROI ONE SHEET

THE RESULTS

100%

Improved quality of team conversations

100%

Increased trust within their team

92%

Greater psychological safety on their team

92%

More confident asking thought-provoking questions

92%

More effective in difficult conversations

92%

Stronger confidence as a leader

92%

Would absolutely recommend this program

92%

Rated Valuable or Extremely Valuable

85%

Better leading through coaching vs. directing

85%

Improved quality of decision-making

77%

Higher team engagement reported

77%

Using coaching leadership frequently or consistently

TOP TAKEAWAYS

- ✓ Shift from fixing to listening, letting people find their own solutions.
- ✓ Teams became more empowered, vocal, and willing to take ownership.
- ✓ Role play and real-scenario practice made the learning stick.
- ✓ The cohort model created shared language and peer accountability.
- ✓ Leading with curiosity changed the tone and depth of team conversations.
- ✓ Asking better questions builds trust faster than giving answers.
- ✓ Leaders reported increased self-awareness and clearer sense of identity.
- ✓ Silence and patience became recognized as leadership tools, not gaps.

IN THEIR OWN WORDS

- “ This made me realize who I want to be for myself and in my career.
- “ Give it a chance. It will help you feel more present and connected with your team and help you self-reflect on how you currently lead.
- “ I thought this was extremely beneficial to our organization and I'm looking forward to seeing the results materialize.
- “ The most valuable part was learning more about my peers and creating a common bond, and seeing other managers be open to share.

BEHAVIORS LEADERS CHANGED

- ✓ Listening to guide and understand, versus solving the problem.
- ✓ Not listening to fix the problem, but listening out of curiosity so that staff find their own answers.
- ✓ Being okay with silence to allow people time to think.
- ✓ Applying curiosity and open-mindedness to all conversations.
- ✓ Having team members follow through on concerns by being involved in the solution and owning the steps.

SHIFTS ON THEIR TEAMS

- ✓ They are not afraid to take on new responsibilities and handle things I would have handled in the past.
- ✓ More collaboration.
- ✓ More curiosity and idea sharing.
- ✓ Our conversations are more effective and they have more to say.
- ✓ My team is more bought in and has taken more ownership.