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Developing Your Organisational Coaching and Mentoring Strategy

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Developing Your Organisational Coaching and Mentoring Strategy

Duration

1 day

Overview

- Understand some core potential components and interventions to develop a coaching and mentoring culture
- Explore the key challenges that might occur and how to mitigate them
- Consider communications approaches and strategies around coaching and mentoring
- Measuring a coaching and mentoring culture and interventions
- Explore case examples

Some example areas that will be explored will be the frameworks to develop and set up internal and external coaching, internal coaching skills development, setting up external coaches to succeed, selecting external coaches, stakeholder buy in, building HR and HR business partner awareness and understanding, coaching and mentoring for different agendas such as talent development and retention, diversity, etc.

Objectives

You will learn how to:

- Develop and communicate a coherent framework for coaching and mentoring
- Integrate coaching and mentoring with key business challenges, leadership and other competency frameworks, and business/people processes
- Manage the cycle of strategy, delivery and measurement for maximum positive impact on the business



Agenda

AM

- What do we mean by coaching culture and coaching strategy?
- What are the drivers and barriers to effective coaching and the coaching culture?
- What are the critical components of a coaching strategy? Review of 20+ common components and good practice in each of them

PM

- Measuring the Rol of coaching and mentoring
- Putting together your coaching and mentoring strategy – practical exercises to scope and shape your strategy. (We will use a coaching style of exploration throughout this session)
- How to sell your strategy to a sceptical organisation

Course prework

Please bring to the workshop relevant data you may wish to refer to (and, if appropriate be prepared to share) on:

- Broad corporate strategy and business challenges
- Existing initiatives and programmes in coaching and mentoring
- Measurement of coaching and mentoring