

# Coaching Culture Strategy

## Toolkit

At Emerge, we believe that a coaching culture is essential to ensuring the future growth of an organisation as well as being at the core of inclusivity. When we work with organisations to implement a coaching culture, they experience savings on training budgets, more effective knowledge management, enhanced performance, greater team motivation and more time for leaders to be strategic. Developing a coaching culture requires a mind set shift. It encourages people to seek and receive feedback naturally, and continuously learn and develop self reliance. The goal being a workplace where a no blame culture exists and people constantly seek and share knowledge with other team members.

**At Emerge, we have developed a toolkit for developing managers to be more effective coaches. The toolkit provides a “must have” set of models and clear instructions for coaches to use in a whole variety of situations, so it is an easy reference manual.**

## Format

We would train managers to be coaches using this toolkit, we can then train in house trainers to deliver to managers.

We typically suggest us providing ongoing coaching and support to those in-house trainers on a regular basis.



## Content

