

Coaching Clinics

A summary of benefits

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Introduction to Coaching Clinics for Success Coaching & Mental Health Benefits

Never has there been a more urgent time to support employees. The world, as we know it, is currently changing daily and the prevalence of mental illness continues to rise. In March 2020, the World Health Organization announced that the outbreak of COVID-19 was a pandemic. Many companies were forced to shift to fully remote work following preventative measures imposed by governments across the globe to protect individual and collective health. Since then, **we have found positive empirical evidence that coaching efficiently enhances the well-being and performance of managers and their teams during & post-pandemic.**

Coaching applied in the workplace is one of the most effective and widely applied approaches to leadership development and has become a paramount element of organizational learning and workplace talent management (McDermott, Levenson, & Newton, 2007; McGovern et al., 2001). Coaching has been described as a motivational approach - its premise is to facilitate behavioral changes in the individual, leading to improved personal and professional functioning (Green et al., 2006; Newnham-Kanas et al., 2010). Coaching as an industry focuses on the growth of the individual and, in that sense, is not a healing professional like therapy, for instance. In a coaching relationship, a coach assumes the role of a 'thought partner,' not an expert, who encourages clients to find their strengths, growth opportunities, and individual success.

Coaching Clinics are on-site, 'drop in' opportunities, or web-based; they offer consultation with a professional coach to key staff, enabling them to improve performance, capability and job satisfaction, and mental health.

Run weekly, bi-weekly, or once a month; clinics provide busy employees with timely and convenient access to an independent and impartial coach.

It used to be a service aimed at fast-moving organizations where line managers and HR staff have insufficient time/training to provide such coaching. Today we are thinking about a broader mental health strategy, we encourage organizations to think comprehensively about how mental health shows up and can be supported throughout the organization. *Clinics provide a fair way for employees to access support; to confidentially discuss organizational challenges and solutions with an experienced coach in a neutral setting.* It is also true that it is particularly important, at a time of a VUCA (Vulnerable, Uncertain, Complex, Ambiguous) market, to deflect pressurized internal conditions.

Organizations that are going through change, downsizing, or growing will also find the service especially valuable.

Benefits of Coaching Clinics

Coaching Clinics provide confidential, tailor-made coaching in a private setting that helps staff confront challenges, defuse problems early, and develop their skills.

The Coaching Clinic Process

Drop-in clinic - Employees pre-book forty-five-minute coaching sessions via a calendar, typically organized through the company's HR department.

During the session, the coach agrees with the coachee (i) the issue to address, (ii) the session outcome (iii), practical solutions, and (iv) an action plan.

Why invest in Coaching Clinics?

- Improving employee engagement and individual performance
- Accelerating the capability of people, increasing self-awareness, and better perception
- Coaching behaviors that are required to improve transformational leadership, complexity navigation, ideas generation, and proactive risk culture.
- Access to a coach familiar with the organization and its structures but who still remains a confidant who is not tied to the organization has been proven to facilitate an honest and transparent coaching relationship.
- Supporting Mental Health
- Provide an early warning signal around engagement, leadership, strategy execution, and people risk.

Qualitative outcomes:

- Participants are reporting back the relevance and applicability of the program to their role, particularly those managing people. In addition, participants have reported; increased levels of self-awareness, use of active listening, building up confidence, levels of trust and rapport with colleagues, and clarity in leadership thinking and delivery.
- Attendees value the opportunity to reflect in a safe space, focus one-to-one in sessions, and be challenged by an experienced coach.

- By supporting development through coaching programs, companies show employees that they invest in their future and provide growth opportunities. Investing in employees' personal and professional development will increase **employee well-being and retention.**

Coaching builds a strong culture of emotionally intelligent people.

COACHING CLINICS & MENTAL HEALTH BENEFITS

Employees who are well simply perform better. Organizations that invest in employee health and wellness can see up to a 6x return on their investment even if we consider just two indicators: health care costs and absenteeism. Doing well by doing good benefits both sides of the corporate coin."

Take Employee Wellness Beyond Benefits," Forrester Research, June 18, 2021

WHY?

Never has there been a more urgent time to support employees.

The world, as we know it, is currently changing daily and the prevalence of mental illness continues to rise

64%

of employees reported it's important that they are offered more mental health benefits after the pandemic than before

100%

of employees say the thought of returning to the office brings some level of anxiety

63%

of BIPOC employees DO NOT feel safe addressing life events that will impact their ability to perform at work with someone at their company

HOW?

Currently coaching applied in the workplace is one of the most effective and widely applied approaches to leadership development.

Coaching has become a paramount element of organizational learning, workplace talent management, and mental fitness.

86%

A healthy and loyal workforce contributes to an organization's stability and growth.

Those offering comprehensive mental health benefits would be glad to know that 86% of employees age 18 to 29 say they'd be more likely to stay at a company that provides high-quality mental health care resources.

COACHING CLINICS

- Coaching Clinics are on-site or web-based, that offer consultation with a professional coach to key staff, enabling them to improve performance, capability, job satisfaction, and mental wellness.
- Run weekly, bi-weekly, or once a month, clinics provide busy employees with timely and convenient access to an independent and impartial coach.
- Clinics provide a fair way for employees to access support; to discuss organizational challenges and solutions with an experienced coach confidentially, and deflect pressurized internal conditions.

"It's super important to acknowledge the whole person in the workplace...leaning into the whole person and their care, their safety, and their mental health is a priority."

Pat Wadors Chief People Officer Procure, a Modern Health Client

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THE ANSWER!

With HR leading the way, in partnership with CEOs, now is the time to extend beyond incremental or short-term fixes to mental health benefits.

It's time to eliminate stigma and weave emotional and mental health into your company culture by offering your employees coaching clinics.

