



Coaching Process Mapping

How Will Your Organization Benefit?

Coaching Process Mapping is a methodology for identifying and charting the critical activities, behaviors, and best practices that have proven successful in building and implementing a coaching culture.

An effective process map serves as a guide to ensure a consistent and repeatable approach, helping to differentiate organizations in today's competitive employment marketplace. Higher employee engagement means consistency, and the ability to develop and retain the best and the brightest.

Impact Performance Group works with organizations of all sizes to identify dynamic processes that reflect:

- Your organization's strategic objectives
- Your organization's culture and values
- Coaching best practices for proven results

With a consistent process in place, your organization is able to implement strategies that will lead to greater employee engagement, performance, and retention within an environment of ongoing and collaborative improvement.

How is the Coaching Process Map Developed?

Impact Performance Group facilitates a one-and-one-half-day meeting with your top performers and managers across each business area to define:

- The phases in your coaching process
- Your organization's objectives for each phase
- Key activities, tasks, and timelines needed to complete each phase
- The tools and resources required to complete each phase
- Employee-focused outcomes for documenting successful team member performance improvement

What is the Value of a Coaching Process Map?

The final process map provides a documented description of behaviors that enables:

- Implementation of best practices, processes, and tools that maximize the effectiveness of coaching
- A consistent, strategic approach to enhance the efficiency of coaching throughout the organization
- An increased understanding of proven behaviors and skills to model and implement
- Greater employee performance, retention, and satisfaction by providing team members with consistent regular feedback through coaching
- Creation of a highly-motivated work environment where team members are engaged and inspired to consistently grow and achieve