

*Designed to identify the current status of coaching our Audit Tool also pinpoints the solutions that organisations embarking on a coaching strategy may require.*

Our audit tool presents organisations with a wide range of proven questions aimed at understanding what is in place and what may be required in order to achieve the desired outcomes of their coaching strategy.

## *Our Auditing Framework*

Our framework accommodates considerable flexibility for positioning coaching according to an organisation's specific goals and needs.

It recognises the following four core levels:

**Tactical level** – Coaching is neither widespread nor embraced by the organisation. Any coaching that occurs results from local initiatives, typically for very specific purposes, and isn't subject to any organisation-wide standards or controls.

**Operational level** – The value of coaching has been acknowledged by the organisation and time and budget have been committed to introducing coaching, either on a formal one-to-one basis or to train managers in coaching skills (or both).

**Strategic level** – Coaching is clearly supported and encouraged across the organisation, subject to a well defined strategy and process, as well as being evaluated using a robust and consistent approach, with outcomes being directly tied to business objectives.

**Cultural level** – Coaching is evident in formal and informal contexts, and is universally accepted as a normal and expected way of interacting between colleagues at all levels.

## *What it involves:*

Using a comprehensive suite of tools, check-lists and templates, our audit approach examines how coaching is being delivered, what it is delivering, how this relates to individual, team and organisation needs. Through verbal and documentary investigation, audit provides essential information about the current status of your coaching implementation and intelligence for determining how to carry your investment forward.

## *Benefits include:*

- Clarification of the relevance and purpose of coaching within your organisation.
- Clearer understanding on the extent to which coaching objectives can, should and are adding value to your organisation.
- Understanding of the 'level' to which coaching is being used and whether this is appropriate.
- Assessment of where coaching touches your business and whether this is relevant or needed.
- Clear 'Road Map' to move coaching to the next level.

## *Contact Us for...*

- ☰ A meeting...
- 📞 A call from us...
- ✚ Further information...

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