



The Big Blue Box Ltd

Reflecting On The Gain From Coaching

The Background

Coaching has profound impact for the individual and can this translate into real benefits for the organisation.

Some time after a coaching series has concluded – typically a few months, it is interesting to revisit the coachee and evaluate the impact.

The Outcomes

Reflecting on her reputation prior to the coaching M described herself as:

'Impatient and aggressive, my staff wouldn't talk to me, I felt that that was the behaviour I needed to have as a woman in a man's world.'

'People wouldn't talk to me and I didn't get to hear what was actually happening in my team until too late, until things had got really bad.'

Looking back on the coaching M remarked:

'I can see that it wasn't the agenda I thought it was, it was a completely revolutionary process for me- to go through what I thought would be a 'fluffy' process. There was a real 'Ah Ha!' moment – when I was asked [a particular question] – suddenly it all began to become clear, I learned about me.'

M has clearly benefitted from her coaching sessions:

'I've made a conscious mind set change! I've changed my leadership behaviour, I've actually learned how to be a woman in a man's world, I've developed a coaching style and a people focus, I'm patient and much calmer.'

This has had benefits for her organisation:

'I'm much more focused on achieving – on goals and much less focus on reacting to 'process'.'

'I've explored the various team roles that my team have, identified their strengths and built upon them.'

'I'm now managing several international teams remotely and my [business unit] has grown by over 30% in the last year or so.'

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