



Coach in a Box

Turning **coaching** on its head



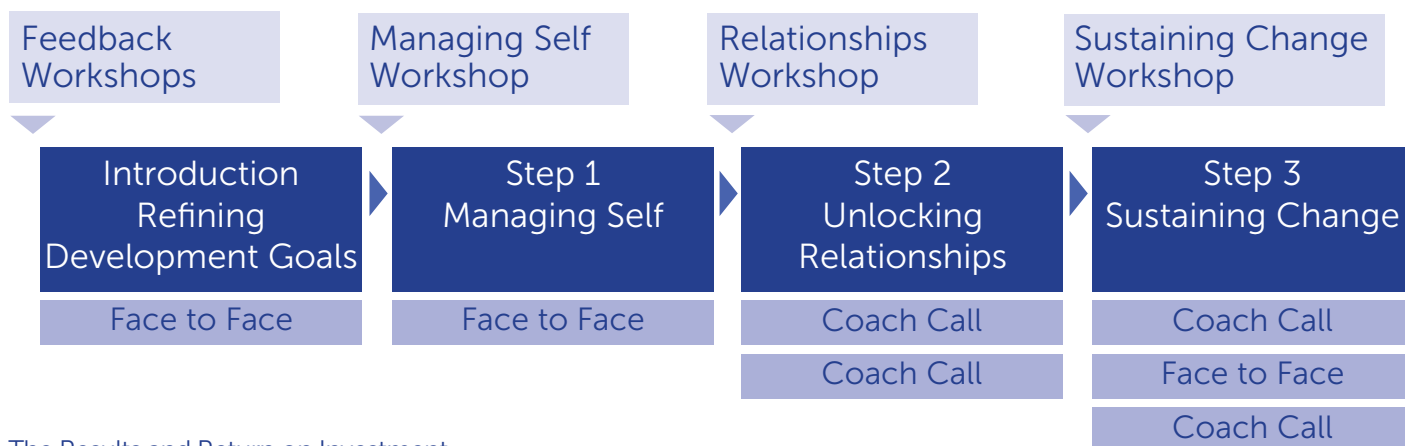
Case Study – International FMCG manufacturing plant High Potential Programme

The company had identified the need to invest in their High Potential Managers to encourage them to practice more emotionally engaging leadership. The company sought to motivate their identified 'High Potentials' by investing in them and consequently affording them the opportunity to achieve promotion. They also recognised that, with a relatively flat structure, any 'high potential' that exited the business would relate more positively to the company and moving on, if they knew the business had invested in their ongoing development.

Please turn the page to see how the Coach in a Box process works and the results that this programme achieved.....

The Coach in a Box Solution

Together with our strategic partner, Bridge, we worked in partnership with this company to develop a bespoke initiative which combined feedback debriefs and workshops supported by one to one coaching support interspersed through a nine month programme. The coaching programme was specifically designed for them taking the core elements of each of the workshops and provided a combination of four telephone coaching calls and three face to face sessions to embed the workshop learning through ongoing support, deepening understanding and practicing the ability to apply the tools in real life, relevant 'experiments'.



The Results and Return on Investment

Over half of the candidates returned feedback forms at the end of the programme:

- 100% met or exceeded their overall programme objectives and 100% recorded Coach in a Box as quite or highly instrumental in achieving what they did.
- 100% made some or significant changes as a result of the programme.

Three months after completion of the programme five of the seventeen associates had achieved promotion. The cost of the overall project was approx £107,000 plus expenses and it delivered in excess of £5.5 million return on that investment. Here are some of the reported individual gains.

"A greater ability to focus on the priorities where I make a difference while delegating more. A greater ability to be proactive and more self awareness leading to targeting key discussions sooner. Approximately 10 - 15% more effective equating to a £9000 saving."

"Team work better with each other and have achieved better results together, project delivered in excess of £1M"

"Kept a member of team in business saving recruitment costs of around £20,000."

"I am more assured and have greater conviction and am more focused on my own objectives and development. This means I focus on delivering priority objectives which increases my and team performance. 5% more effective translates to £10,000 increase in delivery."

"Greater humility and connection with my team allowed them to work more effectively without me and has released 10% of my time for myself and to drive business initiatives values at approximately 2% NSV = £1.6M"



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