

## Does executive coaching achieve results?

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What is the impact of coaching, if any, within your organisation?

And what benefits can you hope to gain as a result of being coached?

These research findings answer these questions:

In a recent study by the International Coach Federation, quoted by the CIPD (\*) individuals reported a range of benefits from those who use coaches in the world of work.

- Increased self awareness - 68
- Better goal setting - 62%
- More balanced life - 61%
- Lower stress levels - 57%
- Enhanced self discovery - 53%
- Increased confidence - 52%
- Improved quality of life - 43%
- Enhanced communication skills - 40%
- Increased project completion - 36%
- Improved health and fitness - 34%
- Better relationships with co-workers - 33%
- Better family relationships - 33%

Further, the Manchester Review(\*\*) claims that the return on investment (ROI) from coaching senior executives can be up to 5.7 times the original outlay.

Other examples from business impact studies of coaching include (\*\*\*):

- 28% of coaching clients in one study claimed they had learned enough to boost quantifiable job performance-whether in sales, productivity or profits-by \$500,000 to \$1 million.
- In a study on executive coaching ROI, a large employer in the hospitality industry saved between \$30 million and \$60 million by coaching its top 200 executives.

In a survey of 4000+ US corporations on their involvement with corporate coaching, the primary benefits of coaching reported are (in order):

- Improved individual performance
- Bottom line results (including profit)
- Client service and competitiveness
- Development of people for the next level, including confidence raising, skills and self empowerment, goal achievement, relationship improvements, and retention.

For information about Roger's coaching services [click here](#).

## What is business saying about coaching?

*"In a 2004 survey by Right Management consultants, 86 percent of companies said they used coaching to sharpen skills of individuals who have been identified as future organizational leaders."*

*Excerpt from "What An Executive Coach Can Do For You" Harvard Business School.*

*"Business coaching is attracting America's top CEOs because, put simply, business coaching works. In fact, when asked for a conservative estimate of monetary payoff from the coaching they got... managers described an average return of more than \$100,000, or about six times what the coaching had cost their companies."*

FORTUNE Magazine

*"Coaches are not for the meek. They're for people who value unambiguous feedback. All coaches have one thing in common. It's that they are ruthlessly results-oriented."*

FAST COMPANY Magazine

*"I absolutely believe that people, unless coached, never reach their full potential."*

Bob Nardelli, CEO, Home Depot

*"I never cease to be amazed at the power of the coaching process to draw out the skills or talent that was previously hidden within an individual, and which invariably finds a way to solve a problem previously thought unsolvable."*

John Russell, Managing Director, Harley-Davidson Europe Ltd.

## References:

\* CIPD Guide - Coaching and buying coaching services

\*\* The Manchester Review 2001 Volume 6 Number 1

\*\*\* Source: Chemistry Business magazine, "The Case for Executive Coaching," November 2002 International Coach Federation and Linkage, Inc, "Analysis of the 1999 Survey on Coaching in Corporate America", November 22, 1999

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