

7 WAYS YOU CAN MAKE A BIGGER IMPACT WITH INTERNAL COACHING



300 SURVEY RESPONDENTS

300 organisations from across the globe and a wide range of industry sectors participated in Notion's internal coaching survey

2/3 SAY THEY HAVE INTERNAL COACHES



Two-thirds of respondents have internal coaches operating in their organisations

Reviewing the survey data, here's 7 insights that can help you get more from your internal coaching programmes



1

Know your ROI



87% don't know the ROI of their internal coaching programme and two-thirds of those that do cannot provide an actual number

2

Understand What Coaching is...and what it isn't



Only 45% distinguish between coaching and mentoring

3

Create Clarity



58% don't define expectations about how many hours internal coaches should contribute to the coaching pool. Approximately a third (31%) do not set any formal length for the coaching relationship, or how frequently the coaching sessions should occur or how many sessions this should include (38%)

4

Train Your Coaches



1/3 made zero investment in training internal coaches

5

Get Coaching Qualifications



45% of internal coaches are accredited coaches

Approximately 1 in 10 (13%) have no formally accredited coaches. The ILM is the most frequently cited awarding body

6

Provide Flexible and Innovative Solutions



The majority of internal coaching happens face to face (57%) and almost a third (32%) use a mixture of face-to-face and virtual meetings

7

Use Specialist Coaching Companies for Training, CPD and Supervision



More than half (56%) only use external specialist companies

Notion is a global expert in behaviour change and coaching. To find out how you can make a big impact with your internal coaching programme, visit us at BusinessCoaching.co.uk/coaching-survey or call Notion for an informal chat on +44 (0)1926 889 885