



Leadership coaching: creating personal shifts through insight, change and application

A GIBS Impact report on the individual effects of coaching

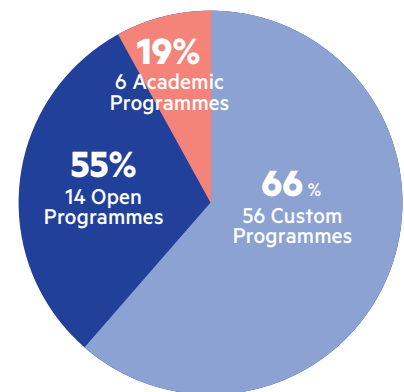
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WHY

Evolving nature of business highlights the need for a new learning modality that is person-centred and fosters authentic agile leadership for changing workplaces and new critical skills.

Coaching facilitates this upskilling of the workforce by being human-centred and insight-focused. GIBS has a decade-long track record in building these capabilities and capacities. This report evaluates the personal impact of GIBS's coaching initiatives for their delegates.



PROGRAMMES WITH COACHING



GIBS IMPACT REPORT

YEARS
2017-2019

COACHING PROCESSES
Individual coaching, team coaching, group coaching

DATA
Direct testimonials

HOW
Thematic analysis of qualitative interviews from primary and secondary data.

IMPACT EVALUATED
Individual level impact: Insight, Change and learning application*

(* for organisational level impact, see GIBS' separate report on our resources page)

THE REPORT FOUND THAT:

INSIGHT, CHANGE AND LEARNING APPLICATION



1 COACHING DEVELOPED PERSONAL INSIGHT

The coaching sessions allowed time for valuable introspection yielding new insight.
"I managed to discover some things I did not know about myself."
"I get such benefit from these deep and insightful sessions. Real personal growth takes place in this time."



2 COACHING IMPACT IS ACHIEVED THROUGH PROFESSIONAL CAPABILITIES & TOOLS

"Learning to listen and getting clarification, while questioning. I'm going to use the models in my one-ones with my team. I enjoyed the practical and hands-on approach."



3 TEAM/ GROUP COHESION

Improved cohesiveness, trust and better interpersonal interaction through processes of sharing, empathy and learning together.
"[The coaches asked] excellent provocative questions to ensure our team was clear on our common purpose ..."
"Figuring out your role in the team is helpful."
"A lot of value being in a group to leverage off other's experiences."



4 CAREER IMPACT

Coaching unlocks potential, stretches and develops individuals, enabling career growth.
"...By the end of the coaching process the feedback from my line manager was that he had seen a 180-degree turnaround in terms of what he was expecting. So he was really, really happy with the result and so was I. I am now on the top talent list for the organization.
"I have been very fortunate to receive a promotion. I am now the chief executive of risk..."



5 LEADERSHIP DEVELOPMENT

Improved leadership through softer qualities, psychological insights and demonstrated vulnerability.
"...This was fruitful for an improved leadership style and focused on people's strengths."
"[Coaching] helped me realise how to approach my strengths and weaknesses to become a more effective leader."

"Coaching at GIBS has had a deep, personal and lasting impact on its delegates." Researcher, faculty and report author: Hannah Botes

**Gordon Institute
of Business Science**
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To read the full report, and more about the impact of coaching in management education, for personal insight, change and action, click here: <https://www.gibs.co.za/coaching/pages/coaching-resources.aspx>

