



Leadership development through insight, change and action

A GIBS Impact report illustrates the effects of coaching for personal change in leaders

?
WHY

The evolving nature of business highlights the need for rapidly developing critical new leadership skills.

BUSINESS IMPERATIVES:

1

Lasting change that is relevant

2

Future-oriented growth- where learning becomes action

3

Human centred adaptiveness, reflexivity that complements technology

4

Insight that drives authentic leadership effectiveness & agility

5

Person-centred development that is alert to complexity, diversity & fosters expanded leadership identity

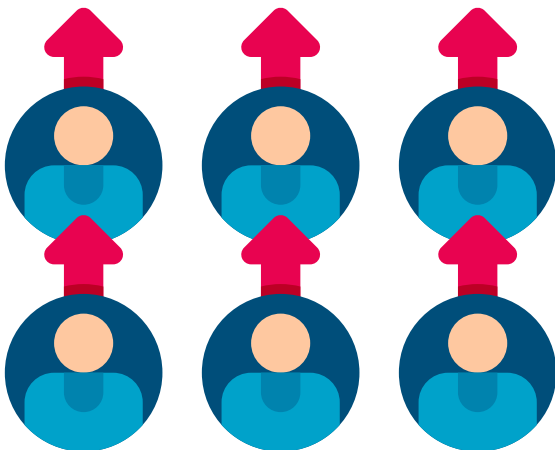


Coaching facilitates this upskilling and development through:

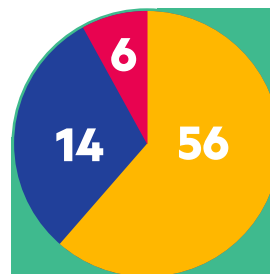
ENHANCING
INSIGHT

FACILITATING PERSONAL
CHANGE

DRIVING TANGIBLE
LEARNING APPLICATION



Honing the hard 'softer' skills of **identity** expansion, **authenticity**, **vulnerability**, **adaptive** capacity, **reflexivity**, **cultural** and **interpersonal** intelligences.



Coaching at GIBS has a measurable and lasting, deep and personal impact on its delegates. This infographic is a summary of the report that illustrates this impact across 56 custom programmes, 14 open programmes, 6 academic programmes at GIBS, through:



1

THEMATIC
ANALYSIS

2

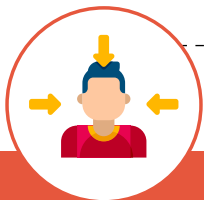
DIRECT
TESTIMONIALS/
INTERVIEWS

3

INDIVIDUAL
GROUP AND
TEAM
COACHING



THE REPORT DESCRIBES DEEP PERSONAL SHIFTS IN INSIGHT, CHANGE AND LEARNING APPLICATION:



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."



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."



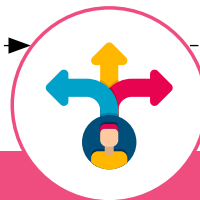
TEAM/ GROUP COHESION

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."



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..."



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 and author: Hannah Botes

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>

