

# Developing Internal Coaches In Ireland.

## An In-House Approach to Coaching

Coaching gets results. For more than a decade, The Ken Blanchard Companies® has been providing coaching services for leading organisations around the world. Throughout various industries and across many countries, the benefits of coaching have become evident through the positive influence it has had on organisations.

With coaching, leadership pipelines are strengthened as emerging leaders are identified and then equipped for future roles. Employees become prepared to take action toward achieving their goals while becoming more self-reliant in completing their tasks. Moreover, they can contribute effectively to their team and the organisation. As for managers, they are able to focus on development of others while they move more effectively toward the achievement of the organisation's goals.

Whenever development is as important as the task, coaching is needed. Creating the capacity to provide internal coaching is an important step for an organisation to make. By designating and training internal coaching resources, the organisation can provide coaching even when funds are scarce. Training a new internal coach or adding the role of coach to an employee's responsibilities brings benefits to the organisation. Managers who use coaching with their direct reports experience greater buy-in, more innovation, and a deeper sense of contribution from employees. This, in turn, leads to higher morale and motivation. Coaching can be focused on projects, tasks, goals, or any aspect of the employee's development.

All coaching needs to have clear objectives which are aligned with the goals of the organisation. Coaching can be linked to 360-degree or other assessments, leadership competencies or key initiatives.

## What Does Internal Coaching Provide?

Whether it is the employee, the manager, or a team or group within the organisation that is being coached, internal coaching allows everyone to strive toward creating an environment that supports self-reliance, development, alignment, and progression. With internal coaching, the company can integrate development and focus on planning and implementation instead of just reacting.

Internal coaching looks different for each organisation. Therefore, Blanchard® has created a variety of solutions to help develop in-house HR, managers, and other coaching resources to be prepared to provide internal coaching. The solutions include the following:

- Consulting services to align coaching with existing initiatives, gain senior sponsorship, address internal communications, and position coaching strongly within the organisation
- Mentoring of internal coaches by Blanchard coaches who will work with you and meet strict Blanchard coaching requirements
- A common coaching language and approach
- Coaching tools and resources
- Development of coaching materials including handbooks, systems, and processes
- Use of the proprietary Blanchard Coaching Management System to track and monitor coaching activity
- A systemised method to track coaching outcomes
- Assistance in meeting ICF certification for acquiring continuing education units

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