

The benefits of management coaching programmes

Produces significant improvement to ROI

- Executive coaching yields an ROI of almost 6 times the initial investment (Manchester Group Inc, Jan 2001)
- Coaching produces a ROI of 529% and significant intangible benefits to the business (Metrix Global, Nov, 2001)
- Clients who use well-trained coaches receive a return on investment (ROI) of between 600-1000% (The Daily Telegraph, 24 Mar 2003)

Increases productivity

- When combined with training programmes it dramatically increases productivity from 22% to 88% (International Personnel Management Association, Jan 2001)
- Generates improvements of 48% for productivity, quality and organisational strength (Manchester Group Inc, Jan 2001)

Improves work relationships

- Creates a 60% improvement in working relations, teamwork, job satisfaction and conflict resolution (Manchester Group Inc, Jan 2001)
- Produces a 50-60% improvement in leadership effectiveness, as reported by direct reports, peers and managers (Thach, Leadership and Development Journal, April 2002)
- 85% of managers value coaching as a way to enhance team morale (Chartered Management Institute and Campaign for Learning: 'Coaching at Work' research, 2002)

Retains best staff

- The number-one reason people leave their jobs is to pursue personal development - the chance to learn something new. If you want to hold on to your best people, you've got to make sure they're learning, growing and changing. Russell J. Campanello, Chief People Officer, Nervewire Inc.