

The Enerpace PaceSetter



www.enerpace.com 630-832-4399

We Grow Agile Leaders Who Grow Purpose-Driven Firms

October 2018

Dear Subscriber,

For the 5 years, the Human Capital Institute has partnered with the ICF to explore the characteristics of strong coaching cultures in organizations. In these firms, coaching is used to achieve strategic objectives.

This year, the research focused on change management, since changes of all sizes are a daily part of professional life. In fact, 77% of HR leaders report their organization is in a state of constant change, with continuously shifting priorities and strategies!

The study showed that 61% of firms with a strong coaching culture are classified as high performing, compared to only 27% of those without this coaching component.

A strong coaching coaching culture is also correlated with success at large-scale strategic change. Communication, leadership and employee resilience are the 3 most impactful features of successful change management initiatives. Coaching excels at strengthening leaders in all 3 areas!

We weren't surprised by these results, however. Enerpace takes pride in providing & documenting huge ROIs on all our engagements. One of our favorite engagements introduced coaching skills to 70 people leaders. They reported an 80% improvement in communication, 70% enhanced job performance and a 30% increase in accountability! Give me a call if you'd like a copy of the case study - I love to share it!

Happy Halloween!

Elene

P.S. Is your organization in a state of constant change? Call us at 630-832-4399 for a case study demonstrating the ROI of coaching skills training for growth and change!



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Upcoming Events

Executive Breakfast: Transforming to a High-Growth Company in 2019

Thursday, 11/15, 8-9:45 a.m.

Why do some companies grow at a double-digit pace every year and others experience flat or nominal growth year over year?

Uncover the common attributes that "High-Growth Companies" share as they consistently outperform their competition in top-line revenue growth and profit margins.

Contact Elene via email or phone for more information about this invitation-only event!

PWCC Luncheon: A Fireside Chat with Carol Roth

Wednesday, 1/9/19 11:30 a.m. -1:30 p.m.

Join Elene at January's Professional Women's Club of Chicago (PWCC) Luncheon! She'll be interviewing Carol Roth, business expert, host of WGN Radio's The Noon Show and New York Time's Best Selling Author of [*The Entrepreneur Equation*](#).

[Find Out More](#)



Leadership Learnings

Creating a Coaching Culture With Model Behavior

Alan Trivedi, *Forbes*

Modeling behavior helps an organization create a successful coaching culture, despite common time & cost hurdles.

[Find Out More](#)



Career Management Corner

The 4 Types of Coaches Every Leader Needs

Ryan Heinl, *DDI Blog*

Both the company and the employees benefit when all levels are comfortable being coached and coaching others.

More leaders are created at every level!

[Find Out More](#)



Business Building Blocks

How Regular Feedback Can Help Improve Employee Retention
Mark Henricks, *OPEN Forum*

Feedback is a powerful coaching skill and a key foundation of a coaching culture.

As an added bonus, it's great at improving employee retention too!

[Find Out More](#)



Enerpace News

Here's a few tips from Enerpace and others on *"How to turn down an interview when you don't want the job"*.

[Find Out More](#)



Enerpace Expert

Building a Coaching Culture

International Coaching Federation (ICF)

Access the report to find out how building a coaching culture creates successful change management. This link also allows you to access prior years' research on building a coaching culture for enhanced employee engagement and supporting millennial leaders.

[Find Out More](#)



Cool Tools

Securing Organizational Buy-In for Executive Coaching

Nadine Greiner, *atd*

Here are some ways to help you make the case for coaching to enable culture change.

[Find Out More](#)



Great Books

Co-Active Coaching, Fourth Edition: The proven framework for transformative conversations at work and in life

by Karen Kimsey-House, Henry Kimsey-House, Phillip Sandhal, and Laura Whitworth

Enerpace coaches are professionally trained Co-Active Coaches. These skills and principles empower our work each day!

[Find Out More](#)



Quotes You Can Use

"It takes a lot of courage to release the familiar and seemingly secure, to embrace the new. But there is no real security in what is no longer meaningful. There is more security in the adventurous and exciting, for in movement there is life, and in change there is power."

Alan Cohen

Author of Inspirational Books (1950 -)

Ready to learn more?

Go to www.enerpace.com to request
a complimentary coaching consultation!

Questions? Contact us today 1-630-832-4399



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