

# Coaching infrastructure audit

## What is it?

The coaching infrastructure audit (CIA) is a process designed to enable organisations to create, review or refresh the key building blocks required to enable all aspects of coaching to be successful.



## Who is this for?

- Forward thinking individuals with an ambition to take coaching from good to great
- Organisations in the early stages of introducing coaching as well as those who have a mature and established coaching set up
- We work with individuals responsible for coaching, coaching steering groups, Human Resources, Learning and Development and Talent

## What's involved?

A benchmarking exercise by industry experts to enhance your understanding of how you are performing against good practice standards. This covers 21 core building blocks and 76 key indicators including:

- Strategic set up
- Operational plan
- Tactical practices

## Why do this?

Coaching has been an established leadership development intervention for over twenty years. The world of leadership at work has pivoted significantly over that period and will continue to do so. The coaching infrastructure audit enables you to:

- To look at building blocks to comply and encourage diversity, equality and inclusion
- To ensure duty of care for everyone touched by coaching
- To update “Frankenstein’s monster”, where different building blocks have been developed at different times by different people
- To justify and have oversight of this high-cost intervention measuring your ROI/ROE
- To provide reassurance and surface any blind spots
- To ensure the current set up will support the introduction of an internal coaching faculty to sit alongside any external coaching
- To ensure the current set up will support the effective introduction of team coaching
- To pause and assess whether your coaching infrastructure is fit for purpose in today’s context, keeping it relevant and refreshed

## Process:

The process begins with securing clarity of the stated aim, beyond a formal health check, to establish the desired aim of the audit.

We provide guidelines on the data required to conduct the audit.

Partnering with you, we rate all elements of your infrastructure from strategic purpose, stakeholder engagement, coach management and processes.

We discuss our findings and recommendations.

As a secondary stage (outside the scope of the audit), we can provide solutions and outsourcing options based on the recommendations in the audit.

## Outcome:

A comprehensive and actionable risk profile report, created in discussion with you, which categorises those areas that are fit for purpose and those that fall short. It includes recommendations and priority areas for action.

**If you want to find out more about how we can enhance your coaching infrastructure, please contact:**

**Dr Sam Humphrey**

**Email:** sam@grit.co.uk

**Telephone:** +44 (0) 7767 417 450

