



essential Impact

SYSTEMS FOR COACHING CULTURES

HOW WE MEASURE SUCCESS

PERFORMANCE ON LEADERSHIP ATTRIBUTES

City of Vancouver | Executive Coaching Impact Study on Leadership Competencies

The City of Vancouver engaged Essential Impact to coach a pilot group of high potential leaders. The pilot evaluation included a pre and post assessment of the impact of coaching on the high potentials that were coached, and a control group of high potentials that were not coached. The chart below shows the results of the study in which coaching improved performance in every leadership behavioural competency over the control group.



-  Indicate percent changes between participants' pre and post self-evaluation. Improvements were seen in every category.
-  Indicate changes between the participant group and the control group's assessment of their competency. The coached group evaluated their improvement higher than the control group for the same period.

For the complete article see Business Coaching Worldwide eZine
http://www.wabccoaches.com/bcw/2008_v4_i2/success-story.html