



# COACHING PREPAREDNESS ASSESSMENT ORGANISATION

Before embarking on and investing in a coaching program, it is critical that both individual employees and the organisation as a whole are prepared and committed.

Peepcoach programs have been created to support middle management, i.e. emerging and developing leaders. This assessment will identify if your organisation requires and is ready to successfully implement a Peepcoach program.

Give a score out of ten according to how much you agree with each of the following statements.

SCORE

**1. Senior leadership genuinely understand and believe that business success requires strong middle management leadership and capability.**

- 1 = Not at all – at most, this idea is given lip service.
- 10 = Absolutely – we know that our middle managers are the key to our success.

**2. Senior leadership is committed to allocating the resources, including time, money and other company resources, to support coaching, leadership and development programs.**

- 1 = Not at all – the budget will be cut in difficult times and insufficient time will be allocated to teams.
- 10 = Absolutely – we are committed to building capability and leadership bench strength for the future.

**3. As an organisation we move quickly and expect immediate results.**

- 1 = Yes, we are extremely fast-moving and expect instant results in everything we do.
- 10 = As an organisation we see the big picture and we know change takes time. We are willing to invest for the long term.

**4. We have consistently invested in and developed our emerging and developing leaders.**

- 1 = We try but generally we let them sink or swim.
- 10 = Yes, we have a very robust development framework catering for all levels within the organisation.

**5. Senior leadership understand that the success of our business and our employees requires both 'hard' technical skills and 'soft' people and leadership skills.**

- 1 = Our current training programs focus only on functional and technical skills. We pride ourselves on being and hiring the best.
- 10 = We understand that both technical skills and leadership and people skills are critical for long-term success.

**6. As an organisation we know the value of coaching and would like to make coaching accessible to more employees.**

- 1 = Coaching is not a tool we have used. We don't see the value in it.
- 10 = Yes, we regularly use coaches in our organisation and would like to expand access to our teams.

**7. As an organisation we are ready to be challenged and are committed to implementing the changes required to ensure our long-term success.**

- 1 = Not at all. We say we are committed but in the end we will take the easy way out.
- 10 = Yes, as an organisation we know we need to do things differently to be successful in the long term.



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Now it's time to get your results.

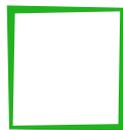
Add up the answers to each of your responses on the first page.

## YOUR TOTAL:

Find out what the results of your assessment are below. Tick the score and results that correspond to your total.

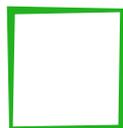
### THE RESULTS

#### Score 0 – 28



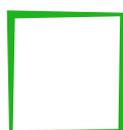
A score in this range indicates that you really need a coaching program but you may not be ready. This score suggests that you value and prioritise technical and functional skills over leadership development or the softer skills. Most likely, the organisation or key employees have been successful due to their technical expertise or unique points of difference. Non-technical skills training and development is most likely considered 'nice to haves' rather than essentials for long-term success. Please [contact us](#) if you would like to discuss this score in more detail.

#### Score 29 – 55



A score in this range indicates that you are open to exploring options and expanding your training, development and coaching programs. At least some of the executive team believe in the importance of development and of soft leadership skills. Perhaps, you have dipped your toe in the water and you are now ready to follow up or you have a few incredible champions in the organisation who understand that future success will take more than pure technical expertise. Please contact us [here](#) if you would like to organise a trial to help you understand how Peepcoach can help enhance your team's performance.

#### Score 56 to 70



You are ready to go. Your senior leadership team is supportive and the culture is ready to invest. You understand that your people are critical for your long-term success and you are open to exploring ways to support your team and improve productivity. Please contact us [here](#) to discuss how Peepcoach can help you accelerate your team's professional and business success.