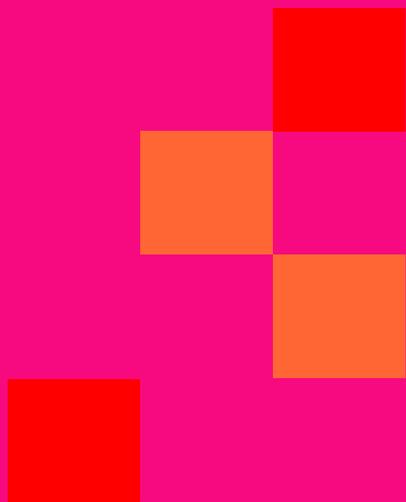


WHOSE ROLE IS IT, ANYWAY?

Coach, Coachee, HR & Manager
Collaborating for Coaching Success



BOLDLY
GET A COACH



Coaching Success Factors

A successful coaching engagement - one that results in increased performance and supports wellness for the coachee - isn't only about the dedication and collaborative chemistry of the coach and coachee themselves. As the coachee is operating within a system of peers, stakeholders, direct reports and supervisors, within a cultural context, there are so many factors that impact their professional outcomes. For coaching to be maximised, the coach, coachee, manager and HR all need to come together

with clear role alignment in collaboration with BOLDLY, to ensure the ROI is optimized through the engagement.

The following infographic outlines the roles that each stakeholder plays in success, enabling the coachee to shine. Your BOLDLY coach business partner is there to help you bring all the pieces of the puzzle together, and ensure coaching has career-long impact for the coachee!

When you're ready, reach out:

connect@boldly.app





BOLDLY

- Align expectations, triggers, goals & success factors
- Ongoing check in's
- BOLDLY journey management
- Session tracking & reporting
- Advise all parties as needed



Company/HR

- Supply previous assessments & feedback
- Enable Manager to be an effective sponsor



Coachee

- Commit to the coaching relationship
- Complete assessments & tasks between sessions
- Book sessions, with minimal re-schedules
- Invest in your development by being open to discomfort
- Identify when progress may have halted
- Proactively communicate updates to Manager & Company



Coach

- Understand scope & development goals
- Manage confidentiality & ethical standards
- Deploy appropriate techniques
- Demonstrate commitment to the outcome
- Identify when progress may have halted
- Session bookings, with minimal re-schedules
- Maintains close working relationship with Lanterne Rouge



Manager

- Sponsors the engagement
- Demonstrate support to the Counterpart
- Ongoing check-ins to compound coaching outcomes throughout the engagement
- Enable the Counterpart to book time during work hours for tasks & coaching sessions
- Encourage other Colleagues to make 360 Assessment input if required

All Of Us

- Give timely open & honest feedback on coaching
- Use BOLDLY to communicate & support session delivery
- Communicate openly, ongoing

Together

We can achieve great coaching outcomes & grow our commitment to a quality coaching culture



We have more resources available specifically to support managers whose staff are undertaking coaching. If you're a manager who isn't used to your role in the coaching engagement, simply reach out and we'll be happy to help you - your role is key!

If you're a HR leader, you probably know this stuff inside out! Looking for more research and evidence of the coaching relationship, and how you can ensure effective development for your staff? Here's more resources we recommend:

- [What kind of system are we coaching?](#)

- [Coaching reduces burnout](#)
- [Self-determination theory in executive coaching](#)
- [What is goal flourishing?](#)

BOLDLY is committed to leading the change in professional coaching, ensuring coach qualifications, ongoing learning and supervision, and measurable impact become universal standards for the industry.
connect@boldly.app

If you want to be part of the change, reach out:

connect@boldly.app

Ready to get your staff a BOLDLY coach?

GET IN TOUCH

