

# Coaching Maturity Assessment

Where is Your Organization? Start Here!

	<b>Casual</b> Level 1	<b>Conditional</b> Level 2	<b>Coordinated / Centralized</b> Level 3	<b>Coaching Culture</b> Level 4	<b>SCORE</b> <b>1 - 4</b>
<b>MARKETING</b> How is coaching perceived?	Coaching has little/no awareness in our organization.	Coaching seen as "fixit" for troubled leaders here.	Coaching generally seen as positive investment for leaders.	Coaching - in all forms - is widely valued in this organization.	
<b>MENU</b> What coaching offerings exist?	<input type="checkbox"/> We don't have any substantive coaching offerings at this time.	<input type="checkbox"/> 1:1 Traditional executive coaching assignments <input type="checkbox"/> Coaching skills training for our leaders	<input type="checkbox"/> Internal coaches (who also do other work) <input type="checkbox"/> Coaching is added to ongoing leadership development programmes	<input type="checkbox"/> Team coaching <input type="checkbox"/> Group coaching <input type="checkbox"/> Peer coaching <input type="checkbox"/> Internal coaches (who ONLY coach) <input type="checkbox"/> What else?	
<b>MANAGEMENT</b> How is coaching overseen?	Coaching tends to be ad hoc; Management of coaching is very decentralized.	Coaching is managed by business unit or centralized; Some coaching takes place outside our view. We track coaching with Excel spreadsheets.	Coaching is managed centrally in our organization. We use a coaching management software.	We have established a Coaching Center of Excellence (CCoE) which oversees all aspects of coaching in our organization.	
<b>MEASUREMENT</b> What metrics are employed?	We don't do any measurement of coaching assignments.	We ask the coachee, and/or their boss, if the assignment was successful.	We run a customer satisfaction type measurement following assignments. We use some form of multi-rater measurement to determine assignment success.	We operate aggregated company-wide coaching dashboards. We are linking coaching to return-on-investment measures.	
<b>MEMBERS</b> Who are the coaches?	Leaders/HR find their own coaches.	Individual HR selects coaches for use in our organization.	Coaching selection is done centrally, and we have company-wide standards for coach qualification. We meet with our cadre regularly and 2 way learnings are shared.	We treat our coaching cadre as strategic partners. We host our coaches in person periodically. We constantly evaluate and upgrade the quality of our coaches.	

**TOTAL SCORE**



Adapted from Mastering Executive Coaching. (2019). Passmore, J., Underhill, B., and Goldsmith, M (eds.) New York: Routledge. Pp 178-193.