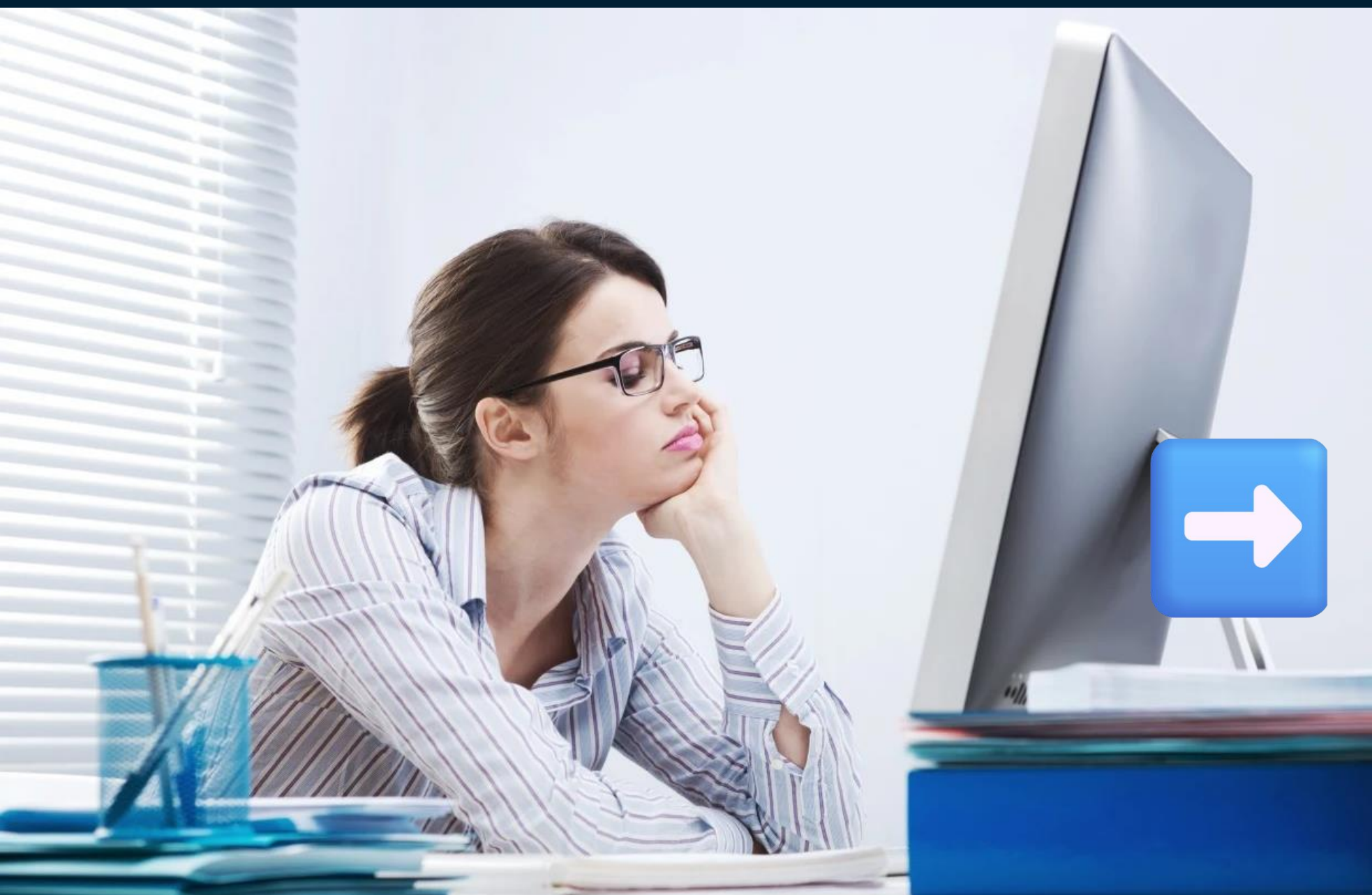



77% of employees say are disengaged at work.



There is a **silver bullet** that changes everything

Source: [Gallup's 2023 State of the Global Workplace](#)

Why Are Employees Disengaged?

- 1 Unclear goals.
 - 2 Leaders / managers with poor people skills.
 - 3 Unfair treatment.
 - 4 Lack of recognition.
 - 5 **Lack of opportunity to learn, grow & develop.**
- 

Source: [Gallup's 2023 State of the Global Workplace](#)

To Increase Engagement

We need to:

1 Change the way people are managed.



2 Provide opportunities for learning, growth and development.

Source: [Gallup's 2023 State of the Global Workplace](#)

The Silver Bullet?

In a word: **Coaching!**

70% of the difference between engaged and disengaged teams is how they are managed.



Great managing is:

“An act of coaching”

Source: [Gallup Finds a Silver Bullet – The Chairman’s Blog](#)

The Effect of Coaching on Employee Engagement


According to ICF/HCI research

65% of staff in companies where coaching is valued are highly engaged.



Source: [ICF - High-Performing Organisations Have Coaching Cultures](#)

How Do We Change Leaders / Managers Into Coaches?

- 1 Change the culture!**
- 2 Leaders act as role models for coaching.** 
- 3 Coaching is integral to leadership development.**
- 4 Train leaders/managers on coaching skills.**

Source: [Center for Creative Leadership – How to Instil a Coaching Culture](#)

Coaching Culture

- 1 Coaching is linked to business drivers.**
- 2 Being a coachee is encouraged.
- 3 Coach training is supported.
- 4 Coaching is recognised & rewarded.
- 5 Coaching is systemic.



Is It Worth Investing in Coaching to Drive Engagement?

Emphatically - YES!

“Engagement equals discretionary effort, which equals higher business outcomes for the same dollars. It is ROI at its finest.”



Source: Heather Whiteman – People Analytics Expert - University of California

The Effect of Engaged Employees on Business Performance


Companies with highly engaged employees are...



- 1 17% more productive**
- 2 21% more profitable**

Employees are also happier and more loyal.

What To Do Next

- 1 Start tracking employee engagement. **Tip: Use a metric such as ENPS.**
- 2 Create the coaching culture that supports employee engagement. 
- 3 Bring in qualified external coaches to support leaders and managers.



Need Support?

1

Executive Coaching

2

Leadership Development

3

Team Development



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