

# Coachability

## Supporting development, improving performance

**Cascade Coaching** is a powerful management tool that impacts positively upon performance at every level – **individual, team, departmental, functional and organisational**.

Cascade Coaching was developed as a holistic approach to achieving step changes in corporate performance that Executive Coaching alone cannot achieve. The potential of Cascade Coaching far exceeds that of traditional Executive Coaching. It is both much wider in scope and greater in impact at all levels.

Cascade Coaching will enable you to:

- Achieve rapid, focused cultural change
- Provide tiered, integrated support to all staff levels
- Improve ability to meet deadlines, cost targets and project goals
- Become self sufficient as an organisation in coaching skills
- Improve the effectiveness of traditional training

With its clear focus upon well defined corporate goals, Cascade Coaching impacts directly upon the bottom line, providing real returns on investment during its own implementation period, with direct and indirect benefits multiplied and amplified over time.

We are particularly keen to demonstrate the effectiveness of Cascade Coaching through the measurement of specific outcomes.

There are three levels to Cascade Coaching. In outline they are:

**Level 1** develops individuals within their specific roles. As their personal performance is measurably improved they acquire direct experience of the benefits of being coached.

**Level 2** builds upon the experience and enthusiasm gained by managers who have been coached and trains them to coach others. Over time the skills attained increasingly become a key part of the corporate management style and culture thereby improving the effectiveness of the management team and those managed by them – the Cascade process.

**Level 3** takes selected trained coaches and develops them to become internal corporate coach trainers. This enables the organisation to become completely self-sufficient in the continued development of coaching.

As experienced trainers and coaches we provide training, coaching and mentoring whilst embedding the Cascade Coaching process within your organisation. Ongoing, post programme, support is available as required.