



BRIDGING THE GAP BETWEEN COACHING & LEARNING

Perspectives from an In-House Coach

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May 16, 2025



Learning Objectives

- Welcome and Introduction
- What makes this important?
- YOU know this...but does L&D?
- So, who's in charge?
- What's Next?
- Q&A

What Makes This Important?

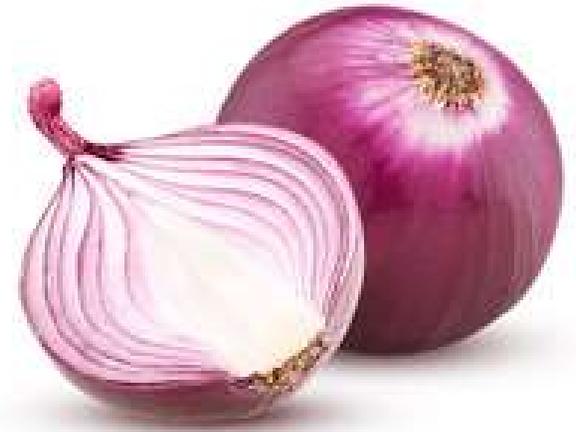
Why Align Coaching with Learning?

- **Enhanced Retention:** Coaching reinforces learning objectives, improving retention and practical application.
- **Increased Engagement:** Employees feel more supported and motivated when learning and coaching are aligned.
- **Personalized Development:** Coaching can be tailored to an individual's learning style and needs.
- **Organizational Success:** Linking learning to coaching ensures skill development aligns with organizational goals.

YOU know this...but does L&D?

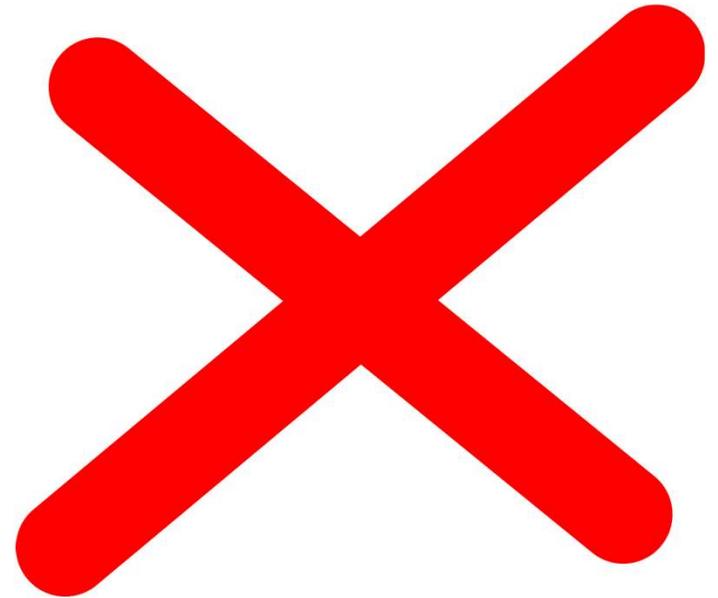
Coaching is..

- A process of revelation
 - Genuine Curiosity and Humble Inquiry
 - Reframing of statements
 - Sharing observations and connections
 - Identifying obstacles and blind spots
- Confidential, Psychologically Safe Space to discuss challenges
- A subjective way to work through high-level goals
- Taking high potential/high performers to the next level
- Agreed upon goals (possibly 2 business, 1 personal)
- Active Listening



Coaching is NOT..

- Mentoring
 - No Advice
 - No Judgement
 - No Praise
 - No Wisdom
 - No talking about yourself
- Therapy
 - Not remedial
 - Not focused on the past
- Being an SME
 - Don't have the answers or the knowledge? That's okay!



“

Being Prescriptive
equals Being Restrictive

Me, When I made this slide deck

”



Group Exercise - The House



So, Who's In Charge?

The intersection of Coaching and Learning



Coaching Vs Coaching Culture

Coaching

- Individualized
- Coachee sets agenda
- Using ICF Coaches
- Nominated by Business
- High Performers

End goal: Individual has tools/skills to take their career to the next level

“coaching culture”

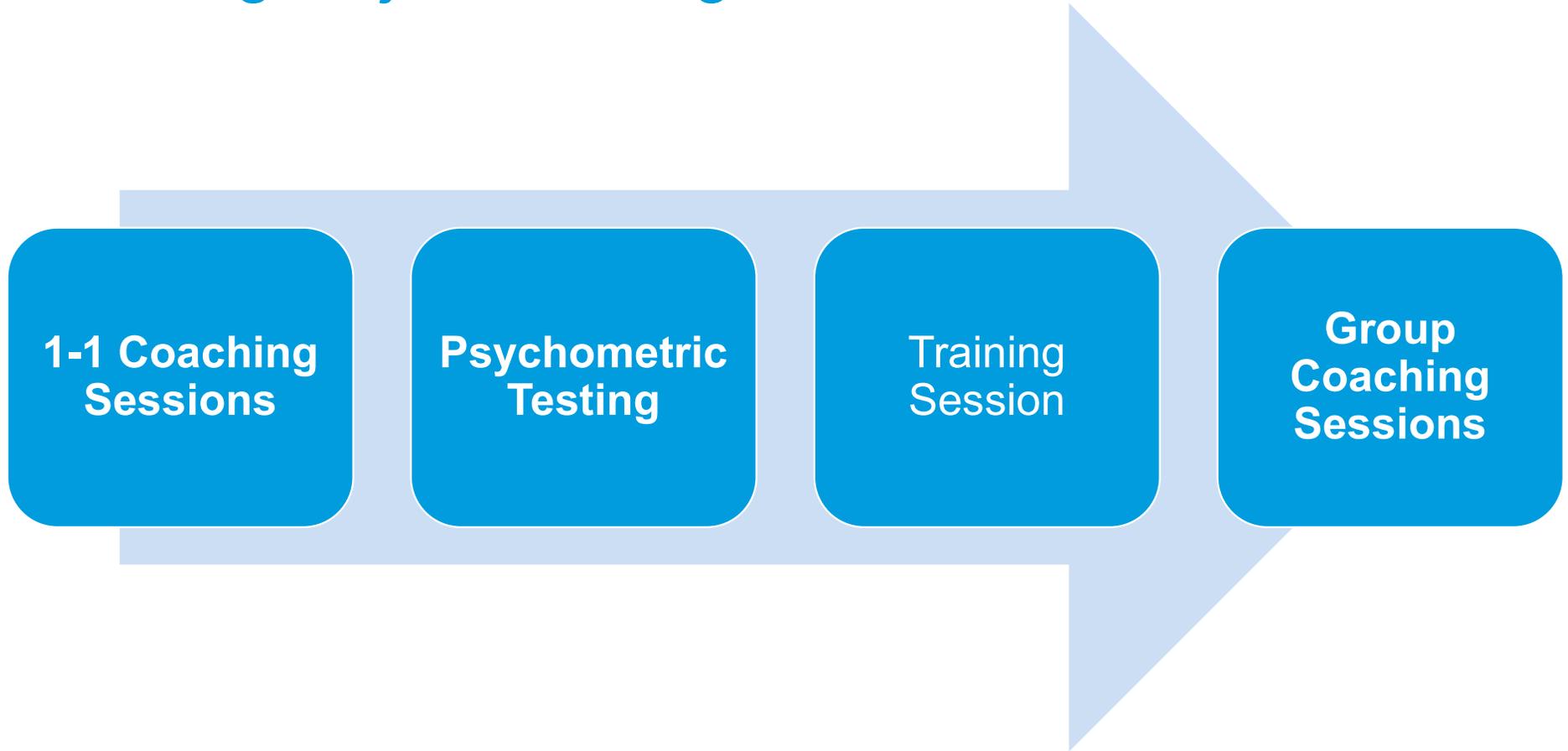
- Training: How to Coach your Team
- 1-1/Peer Group Coaching element supplemental

End goal: Individual Manager or Leader can better coach their team to perform at the next level

Learning Major/Coaching Minor



Coaching Major/Learning Minor



What's Next?

The Future of Learning

- AI...we have no real idea

But...

- 1-1 teaching is a likely outcome
- Human-centric skills and tasks will be likely more important
- Teaching of skills, adaptability, change will be useful
- Coaching can support all this

How do we get Leadership Buy-In?

1. Investigate Underlying Needs
2. Know Your Audience
3. Anticipate Resistance

How do we get Leadership Buy-In?

4. Present Your Value Proposition

- Align coaching with organizational goals
- Present data and case studies
- Emphasize ROI
- Involve senior leaders early
- Show short-term wins
- Make coaching part of leadership development
- Leverage testimonials
- Communicate long-term benefits

How do we get Leadership Buy-In?

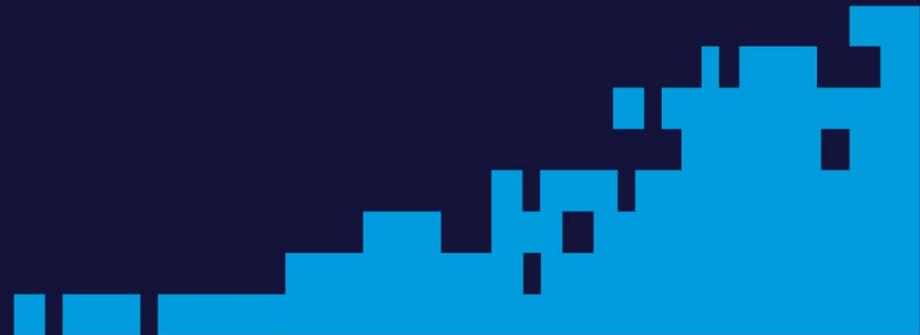
5. And Remember...



“It’s not about
you”

Q&A

Thank You





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