

The Coaching Maturity Model

The Coaching Maturity Model: How Does Your Organization Score?

Level 4: A Coaching Culture

Level 3: Coordinated / Centralized

Level 2: Conditional

Level 1: Casual

LEVEL 1

Casual

Mostly ad-hoc coaching assignments, if any. No centralized management. No measurement. The coaches tend to be based on who someone knows rather than experience.

LEVEL 2

Conditional

1:1 coaching assignments, though some for remedial purposes. Some centralized oversight, often tracking with excel spreadsheets. Some standards for coach selection. Measurement is asking coachee if they were satisfied.

LEVEL 3

Coordinated / Centralized

Many 1:1 executive coaching assignments, possibly with some internal coaching. Coaching perceived positively. Vetted cadre of coaches. Centralized/coordinated management, typically with specialized software. At least 2 varieties of measurement.

LEVEL 4

A Coaching Culture

Multiple forms of coaching in place (i.e. external, internal, team, group, leader as coach) and are widely valued in the organization. Coaching Center of Excellence established; coach cadre as full partners; strive toward ROI metrics.

Quelle: CoachSource