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# Coaching Conversations

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# Coaching Conversations

## What is it?

- A new approach to building a coaching culture for existing or newly created teams.
- A series of on-line learning, or face to face, modules that use a coaching style of training to develop coaching skills and change the team culture from within
- Highly flexible - integrated into a team's working day/ working structure to reduce time off-line/ away from work
- Consists of nine sessions (90 minute sessions) with 1 hour of pre-reading per session spread out over a 3-9 month period. Can be delivered via webex or face to face.
- Builds in reflection and practice time in between modules to enable depth of learning, long term skills and behavioural change
- Ideally delivered by an internal facilitator, trained by CA, to ensure alignment to the team. Alternatively delivered by a CA facilitator

## Why is it different

- Incorporates latest research and learning in good practice coaching and mentoring within teams
- The teaching style mirrors the desired training outcome
- The sessions are based on dialogue – which is the most effective form of learning
- Based on the team as a systemic whole
- Extensive support around the programme (online encyclopaedia to support the team)

## Benefits

- Multi-media delivery methodology allows for a wider spectrum of learning styles and preferences
- Learn at your own pace – supports different learning styles
- Limited time off-line/away from work – low impact on time (unlike training courses)
- Highly practical, not theoretical
- Improves individual performance and ability to overcome barriers to performance



## **Team**

- Develops the team to give more powerful, timely, useful feedback
- Builds team relationships
- Improved collective performance; helps team members understand themselves and their colleagues
- Identifies and removes sources of conflict/barriers to change
- Builds a sustainable coaching culture

## **Organisation**

- Influences corporate culture at the point of greatest leverage
- Delivery can be face to face; remote; virtual – which enables delivery to disparate working teams but also global roll-out
- Highly cost effective – the most cost effective coaching skills development programme to date
- Current, highly relevant to the individual and team issues at that moment in time
- Provides a basis for broader organisational culture change