

## Organisational Audit

| Aspect                                                                                                                                                                                                                     | Your Observations |
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| Development objectives are clarified to ensure coaching is the correct development solution                                                                                                                                |                   |
| Chemistry meetings used to support effective relationship building                                                                                                                                                         |                   |
| Clear goal agreed for all sessions, supporting individual and organisational objectives                                                                                                                                    |                   |
| The coach's approach is evaluated by the coachee                                                                                                                                                                           |                   |
| The effect of coaching on organisational objectives is evaluated (Kirkpatrick)                                                                                                                                             |                   |
| Checking coach credentials e.g. <ul style="list-style-type: none"> <li>• Professional membership / Qualification</li> <li>• Use of supervision</li> <li>• Experience of topic / challenge</li> <li>• References</li> </ul> |                   |

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| All levels of the coaching contract are addressed                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |
| Data protection arrangements are clear                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| Complaints / disciplinary procedure for external coaches                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |
| Internal coaches engage in continuous professional development and supervision                                                                                                                                                                                                                                                                                                                                                                                                              |  |
| <p>Organisational climate supports coaching:</p> <ul style="list-style-type: none"> <li>• Learning environment</li> <li>• No blame culture</li> <li>• Creativity, ideas, innovation are encouraged</li> <li>• The individual is respected</li> <li>• Managers use a coaching approach</li> <li>• Clear organisational values are understood and lived by all</li> <li>• Shared understanding of the benefits of coaching</li> <li>• Coaching links to other kinds of development</li> </ul> |  |