Technical Coaching
BUILDING A TECHNICAL COACHING PROGRAM
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Who here feels like their company struggles with professional development?
Who here has a coaching program in place?
What is Coaching?
How I think of Coaching

Cultivation
Developing individual's talents and skills

Motivation
Promoting individual action towards a common goal

Integration
Fostering cohesion by valuing diversity
Comparing Management & Coaching

Management
- Hierarchal
- Expert-oriented
- Directorial

Coaching
- Relational
- Learning-oriented
- Conversational

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Stages of Development
Discovery

First determine whether your team’s needs match what coaching has to offer

- How many team members are unsure of where they’d like to grow professionally?
- Does your team talk about coaching or mentoring in terms of things they’d like to have?
Trial

Use assessments to determine whether coaching is having the desired impact on the team

- Just gauging sentiment can be a good enough measure
- Establish a trial group
- Reassess at intervals to gauge the trial’s value
Growing

Incorporate more individuals over time to expand the benefits across the team

- Train the coaches
- Grow slowly
- Refine the tools and processes
- Establish periodic reviews

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Sustaining

- How do you on-board?
- How do you redistribute?
Contents for Coaching
Resources

Building and Sustaining a Coaching Culture

The Secrets Behind Great One-on-One Meetings

HBR Guide to Coaching Employees

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Q&A
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