EXECUTIVE COACHING OUTCOMES

Information compiled in this handout is collected via a confidential online survey at the end of every coaching engagement. The following charts provide feedback from all stakeholders (leaders, their managers and HR) on coaching engagements completed in 2016.
### COACHING RESULTS: LEADER FEEDBACK

#### Feedback on Coaching Impact

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree/Nor Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have become a more effective leader</td>
<td>50%</td>
<td>50%</td>
<td>0%</td>
</tr>
<tr>
<td>Others noticed a positive change in my skills/approach</td>
<td>65%</td>
<td>31%</td>
<td>4%</td>
</tr>
<tr>
<td>Coaching enhanced my self-awareness</td>
<td>81%</td>
<td>19%</td>
<td>0%</td>
</tr>
<tr>
<td>I had enough manager support</td>
<td>65%</td>
<td>23%</td>
<td>12%</td>
</tr>
<tr>
<td>I had enough HR support</td>
<td>46%</td>
<td>31%</td>
<td>23%</td>
</tr>
<tr>
<td>There have been tangible business outcomes from...</td>
<td>62%</td>
<td>27%</td>
<td>11%</td>
</tr>
<tr>
<td>Coaching was a valuable use of my time</td>
<td>92%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>I achieved my coaching plan goals</td>
<td>81%</td>
<td>19%</td>
<td>0%</td>
</tr>
</tbody>
</table>

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COACHING RESULTS: LEADER FEEDBACK

My coach provided tools to enhance leadership effectiveness
- Strongly Agree: 77%
- Agree: 23%

My coach was organized, prepared and focused
- Strongly Agree: 88%
- Agree: 12%

My coach used sessions to help with real-time challenges
- Strongly Agree: 88%
- Agree: 12%

My coach challenged me to think differently
- Strongly Agree: 77%
- Agree: 23%

My coach challenged me to be a more effective leader
- Strongly Agree: 81%
- Agree: 19%

I would recommend this coach to others
- Strongly Agree: 92%
- Agree: 8%
COACHING RESULTS: MANAGER FEEDBACK

Manager Feedback on Coaching Impact

- There have been tangible business outcomes: Strongly Agree 70%, Agree 20%, Neither Agree/Disagree 10%
- The coaching provided an ROI to the business: Strongly Agree 60%, Agree 30%, Neither Agree/Disagree 10%
- The coaching met my expectations in terms of results: Strongly Agree 70%, Agree 20%, Neither Agree/Disagree 10%
- I would recommend this coach for future engagements: Strongly Agree 70%, Agree 20%, Neither Agree/Disagree 10%
- The Coach kept me informed during coaching: Strongly Agree 70%, Agree 10%, Neither Agree/Disagree 10%
- Individual is a more effective leader: Strongly Agree 60%, Agree 30%, Neither Agree/Disagree 10%
- Individual achieved goals in coaching plan: Strongly Agree 70%, Agree 20%, Neither Agree/Disagree 10%

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COACHING RESULTS: HR FEEDBACK

HR Feedback on Coaching Impact

- There have been tangible business outcomes: 75% Strongly Agree, 25% Neither agree/disagree
- The coaching provided an ROI to the business: 25% Strongly Agree, 75% Agree
- The coaching met my expectations in terms of results: 50% Strongly Agree, 50% Neither agree/disagree
- I would recommend this coach for future engagements: 50% Strongly Agree, 50% Neither agree/disagree
- The Coach kept me informed during coaching: 50% Strongly Agree, 50% Neither agree/disagree
- Individual is a more effective leader: 25% Strongly Agree, 50% Agree, 25% Neither agree/disagree
- Individual achieved goals in coaching plan: 100% Strongly Agree

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## COACHING RESULTS: MANAGER & HR

% “agreed or strongly agreed”

<table>
<thead>
<tr>
<th>End of Coaching Survey Question</th>
<th>Manager</th>
<th>HR Partner</th>
</tr>
</thead>
<tbody>
<tr>
<td>There have been tangible business outcomes as a result of the coaching</td>
<td>90%</td>
<td>75%</td>
</tr>
<tr>
<td>The coaching provided an ROI to the business</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>The coaching met my expectations in terms of results achieved</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>I would recommend this coach for future engagements</td>
<td>90%</td>
<td>100%</td>
</tr>
<tr>
<td>The coach kept me informed during the process</td>
<td>80%</td>
<td>100%</td>
</tr>
<tr>
<td>The individual is a more effective leader than prior to coaching</td>
<td>90%</td>
<td>75%</td>
</tr>
<tr>
<td>The individual achieved the goals outlined in his/her coaching plan</td>
<td>90%</td>
<td>100%</td>
</tr>
</tbody>
</table>