



## TABLE COACHING

Leverage the focus of coaching and the strength of the group



## DESIGNING FOR HIGH IMPACT

Table coaching provides a **uniquely impactful development experience** if designed correctly. The design of a table coaching solution needs to meet the unique requirements of a company within the **following design principles**:

- ◆ Start small and learn – have some early successes with a **manageable number** of Table Coaching participants.
- ◆ Limited resource burden – The approach needs to be effective, efficient, simple, and scalable with success.
- ◆ Apply best practices to a formal program – the best practices from other companies need to be leveraged to **minimize** the company learning curve.
- ◆ Develop a strong cohort of connected future leaders – design of interactions and learning builds bridges and **facilitates** cross-functional collaboration.
- ◆ Make it **“stick”** through accountability-paired learning and follow-up support the embedment of learning and individual development commitments.
- ◆ Migrate capability inside the company – the tools and practices need to be taught and transferred to people within the company.

## LEVERAGE FOR ORGANIZATION IMPACT

The reach of Table Coaching solutions can also be leveraged to **drive** broader organization learning and change. When designed and implemented effectively, companies have realized **measurable results** in retention, performance, succession readiness, employee engagement, and process product innovation.

