

Shadow Coaching

Turning development on its head

SHADOW COACHING from Delta Partnership is a structured, tool-based leadership development programme. It pairs developing managers and other professional staff with senior leaders whom they observe at key meetings and events. Afterwards the "Shadow Coach" provides real-time, upward feedback geared to the leader's development targets. SHADOW COACHING turns development on its head and challenges traditional notions of who learns from whom.



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Who it's for:

SHADOW COACHING is a powerful "co-development" programme resulting in simultaneous growth for emerging and senior leaders, and supporting learning and change at the organisational level. It's designed for organisations that believe their leaders can and should continue to develop throughout their careers.

SHADOW COACHING can also be used to drive organisational or cultural change through changes in leadership behaviour.

Features:

- Structured processes, enabling non-specialists to provide effective feedback
- Full range of tools at each stage of the coaching process
- Preparation for both coach and leader
- Wide range of support mechanisms, including: Small group supervisions, Advisors-on-call, Collective learning sessions, Interactive website with discussion forum
- Regular reviews by the leadership team and the coaches are an option

Benefits:

- Immediately relevant, no need to translate classroom learning to the real world
- Targeted, pinpoint feedback enables behavioural refinements or large changes
- Flexible development -- individual participants learn what they need to learn
- Increased feedback and coaching visible throughout the organisation; evidence of an organisation's commitment to coaching and development
- Creates a new energy around leadership learning
- Learning happens largely in-house, so it is retained; consulting is "light touch" support
- Developing managers deepen their understanding of leadership and its challenges
- Coaches develop contacts and network with peers across the organisation
- Makes juniors visible to senior management and promotes development relationships that go beyond traditional mentoring or coaching
- Fosters interaction/collaboration across generations in the workforce
- Exposes both coach and leader to new perspectives, especially when matching to maximise differences in business unit, function, culture, gender, etc.
- Can drive organisational change through changes in leadership behaviour

people coaching people