

# Executive Digest

From the Executive Coaching Centre



## The power of coaching: a meta-analytic study

Executive coaching is a one-on-one individualised programme that helps develop critical skills. However, it is often unclear what the impact of coaching is on specific behavioural change. This study examined 847 publications and selected 24 that met strict research criteria. All the data from these studies was analysed together in what is called a “meta-analysis.” The research shows:

1. Coaching is effective in changing behaviour, improving leadership, job performance and skill development.
2. It improves personal and work attitudes including self belief, commitment to the organisation and it reduces stress.
3. The coaching process builds a strong bond, that helps joint goal setting, and may be the way goals are more effectively reached.
4. Behavioural change is easier to achieve than deep attitude shifts.
5. For leadership coaching, coaches with a mix of business and psychology background are effective however the coach does not have to be an advanced expert in any topic.

Reference; Sonesh, Shirley, Coultas, Chris, Lacerenza, Christina, Marlow, Shannon, Benishek, Lauren, Salas, Eduardo, The power of coaching: a meta-analytic investigation. Coaching: An International Journal of Theory, Research and Practice Volume 8, Issue 2, 2015, 73-95.

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