

ICF

Professional  
Coaches

# ICF

**Slovak**  
*Charter Chapter*






The background of the image shows a group of people in a meeting, with a digital network overlay of nodes and lines in shades of blue and white. The text is centered over this background.

# Our Mission

ICF exists to lead the global advancement of the coaching profession.



A photograph of three business professionals in a bright, modern office. A woman in a yellow blazer and glasses is holding a white tablet. A man in a tan blazer and glasses is pointing at the screen. Another man in a grey blazer and checkered shirt is smiling and looking at the tablet. The background is bright and out of focus, with a yellow square on the wall and a rope hanging on the left.

# Building a Coaching Culture for Change Management

# STRONG COACHING CULTURES

Organizations  
that met

at least

5

of these criteria

were determined to have  
strong coaching cultures:





**Strongly/somewhat  
agree  
that employees value  
coaching**



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**Strongly/somewhat  
agree  
that senior executives  
value coaching**



**Managers/leaders  
and internal  
coaches receive  
accredited  
coach-specific training**





Organization includes  
internal  
coaches, external  
coaches, and  
managers/leaders  
using  
coaching skills

**Coaching is a  
fixture in the  
organization  
with a  
dedicated line  
item in the  
budget**



All  
employees  
have an  
equal  
opportunity  
to receive  
coaching



Professional  
Coaches



Strongly/somewhat agree that employees value coaching



Strongly/somewhat agree that senior executives value coaching



Managers/leaders and internal coaches receive accredited coach-specific training



Organization includes internal coaches, external coaches, and managers/leaders using coaching skills



Coaching is a fixture in the organization with a dedicated line item in the budget

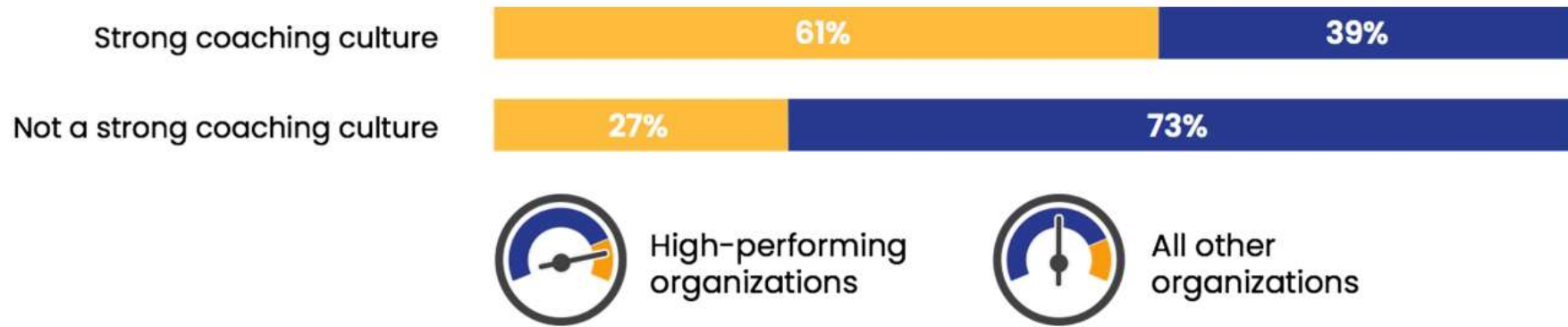


All employees have an equal opportunity to receive coaching





Among organizations with a strong coaching culture, **approximately three in five (61%)** are also classified as high-performing organizations.



The research defines these organizations as those that outperform their peers in terms of both Talent Outcomes and Business Outcomes.



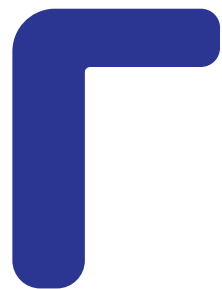
# High Performing Organizations

Demonstrate higher talent development  
& business outcomes than the industry average

Talent Management indicators	Business indicators
Investments in employee development	Customer satisfaction
Percentage of internal hires/ promotions (internal mobility)	Shareholder value
Employee engagement, survey scores	Employee of choice (talent selection)
Percentage of employees assessed ready for senior leadership position (bench strength)	Labor productivity
Percentage of diverse (minority, gender, age, backgrounds) hires	Profitability
Percentage of high-performers retained	







**Professional  
Coaches**