



Creating an Internal Coaching Program

Lisa Edwards

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According to the International Coaching Federation, in 2012 there were an estimated 47,500 professional coaches worldwide. Once perceived as an exclusive perk meant to address the development needs of senior executives and emerging leaders, coaching is now offered to employees at various stages of their careers. It is also interesting to note that more often coaching is being administered by internal coaches.

This issue of TD at Work will:

- Define internal coaching and explain how it is unique.
- Explain the benefits of internal coaching for coach, coachee, the L&D function, and the organization as a whole.
- Show the types of coaching programs that can be implemented with internal coaches.
- Provide case studies about different types of internal coaching programs.

“Creating an Internal Coaching Program” also provides job aids that will help you create a coaching plan with business impact, and evaluate the success of your coaching program.

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