



Leadership Insight Coaching



Why coaching?

Coaching is part of the Leadership Insight programme. We know that leaders who have coaching are more likely to write a development plan and put it into action. Coaches help leaders identify their career aspirations, write a development plan that is targeted towards future roles and support them to put the plan into action.

Managers also play a vital role in supporting participants with regular ongoing coaching conversations to discuss progression of the development plan and development opportunities, and formally reviewing progress after one year.

Who coaches?

Participants of Leadership Insight Standard and Refresh will be coached by an allocated LDC Executive Leadership Coach. This means participants have a consistent coaching experience and benefit from the coach's knowledge of system roles and development opportunities.

For participants of Leadership Insight Light the agency and participant can choose between an LDC Executive Leadership Coach, internal agency coach or external executive coach. LDC will support a wider coaching network including in-agency coaches to strengthen individualised developing planning coming from Leadership Insight Light.

What does the coaching process look like?

The coaching process is designed to help participants clarify their aspirations, identify three potential future roles, write a targeted development plan and put it into action.



HR provides support and guidance to participant and their manager.