

From the AC to Application

Gail Wrogemann



My perspective

Organisations - Coaching and Consulting



The organisation, the coach and
the AC:
navigating the relationship and
bridge between the 3
stakeholders

and the ACSG connecting and
educating stakeholders



Create alignment and a clear path



Organisation

- Value and contribution
- Over-reliance on psychometrics



Coach

- Not trained – universities or CPD activities
- University of Johannesburg



Coach

Focused on psychometrics
A focus on Individual and
group psychology



Integrating and alignment across the 3



- Purpose of AC
- Who is responsible

Integrating and alignment across the 3...

- Clear contracting
- Roles
- Content accountability



Integrating and alignment across the 3...

- Coaching indicators
- Coaching evaluation/ ROI



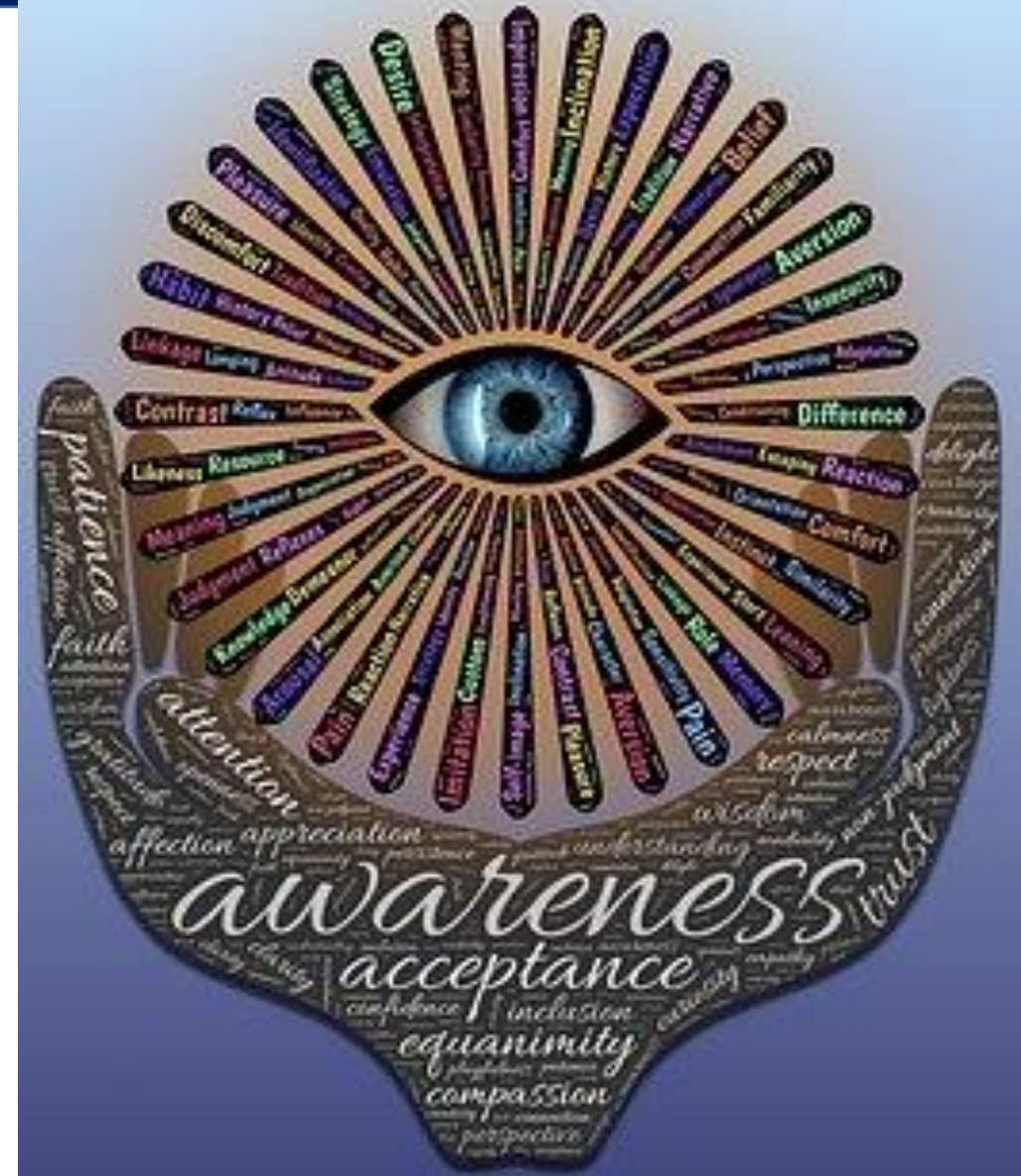
The organisation, the coach and
the AC:

Organisation and Coach
Organisation and AC
Coach and AC



Org and coach

- Coaching goals
- Transformational vs transactional



Organisation and AC

- Transfer of ownership



Organisation and AC

- What gets lost



Coach and AC

Handover



Coach and AC

- Hesitant Coachee
- Misaligned theoretical foundations



Coach and AC

- Transitioning



Conclusion

- All 3 present
- Realistic goals

Conclusion

- Assess theoretical foundations
- Assess evaluation process and indicators of success
- Training as part of university modules and or further professional education



Thank you