

BlessingWhite, a Division of GP Strategies, Releases New Research on Developing Managers as Coaches

Informing Organizations How to Build a Stronger Coaching Culture

HAMILTON, N.J., May 17, 2016 /PRNewswire/ -- [BlessingWhite, a division of GP Strategies](#) Corporation, announces the release of [The Coaching Conundrum 2016 Report](#) on the subject of developing coaching skills amongst managers in organizations. BlessingWhite is a global consulting organization and provider of leadership development and employee engagement solutions.



Many organizations seek to build a "coaching culture"—one in which coaching is an inherent approach all managers use to develop and engage members of their teams. Organizations that have achieved this lofty goal report increases in both contribution and satisfaction among team members, with each employee benefiting from the experience and support of their manager.

But for most companies, the results are disappointing. Despite investments in skills-based programs, little coaching takes place. When examining this challenge, a conundrum emerges: Managers see the value of coaching and enjoy coaching; organizations set the expectation and belief that coaching is beneficial and desired; and direct reports say coaching adds to both their satisfaction and ability to contribute to the work. And yet little coaching is taking place.

Key findings in the report include:

- Managers' top barriers to coaching include time constraints, "not having all the answers" and age differences with those they aspire to coach. [Click to Tweet](#)
- A key factor in whether managers coach or not is if they receive coaching from their own respective managers. [Click to Tweet](#)
- Managers and direct reports broadly agree on the top actions managers can take to ensure a successful coaching relationship. [Click to Tweet](#)
- While organizations set expectations and reinforce the importance of coaching, few provide hard incentives in the form of a bonus or other compensation. [Click to Tweet](#)

The report explores the dynamics of coaching and provides practical recommendations aimed at training and organizational development professionals.

To learn more, and download a copy of the report, visit: <http://www.blessingwhite.com/cc2016>

About BlessingWhite, A Division of GP Strategies

BlessingWhite is a division of GP Strategies Corporation with key expertise in Leadership Development and Employee Engagement. Based in Hamilton, NJ, BlessingWhite has worked with nearly three million professionals in thousands of organizations since its founding in 1973. Additional information may be found at www.blessingwhite.com.

About GP Strategies

GP Strategies Corporation is a global performance improvement solutions provider of sales and technical training, eLearning solutions, management consulting and engineering services. GP Strategies' solutions improve the effectiveness of organizations by delivering innovative and superior training, consulting and business improvement services, customized to meet the specific needs of its clients. Clients include Fortune 500 companies, manufacturing, process and energy industries, and other commercial and government customers. Additional information may be found at www.gpstrategies.com.

© 2016 GP Strategies Corporation. All rights reserved. GP Strategies and the GP Strategies logo design are trademarks of GP Strategies Corporation.