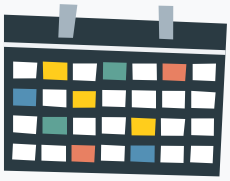
LEADER AS COACH: POST-PROGRAM IMPACT SNAPSHOT

Investing in Coach-Like Leaders

To build a more coach-like leadership culture, MSU College of Osteopathic Medicine enrolled 26 participants in Leader as Coach.

COACHING IN ACTION

Coaching is now a consistent part of the team's practice, with participants applying these skills several times each week. The shift is not occasional. It is becoming embedded in day to day leadership.



WHERE COACHING SHOWS UP MOST

The team use coaching most often in one-to-one conversations, performance and development discussions, and moments of conflict or tension, with 85% of participants applying these skills across all three.



85%

WHAT'S STICKING

Valuable coaching skills that are making a difference.

- POWERFUL QUESTIONS
- ACTIVE LISTENING
- OWNERSHIP & GROWTH
- INTEGRATED PRACTICE

A SHIFT IN LEADERSHIP STYLE

The team describe a clear shift in how they show up.

BEFORE PROGRAM	AFTER PROGRAM
Solving	Facilitating
Pitching solutions	Seeking collaboration
Jumping in	Pausing
Directing	Inviting perspectives

IMPACT ON TEAMS

Early signals point to meaningful shifts in team dynamics.

- IMPROVED COMMUNICATION
- GREATER OWNERSHIP + ACCOUNTABILITY
- INCREASED TRUST + PSYCHOLOGICAL SAFETY
- STRONGER ENGAGEMENT

WHAT MADE THE BIGGEST DIFFERENCE

The program delivered value on multiple levels.

- Letting go of problem-solving and shifting ownership
- Experiential/participatory format producing real "aha" moments
- Powerful questions as a durable tool
- Group/cohort practicing skills together for the first time

WHAT STILL FEELS CHALLENGING

Adopting a coaching approach is not without its challenges.



OWNERSHIP



AWARENESS



TIME PRESSURE

> "Probably the **most powerful** leadership tool I have learned thus far. I really like the approach of **focusing on the person** and not the problem in terms of helping with development and conflict.