

THE CLIENT

Kirklees Council, the local authority for the Kirklees region encompassing around 440,000 residents.

THE ISSUE


After experiencing the benefits of executive coaching, Kirklees Council made it their goal to create a culture of coaching, whereby coaching is used as the predominant leadership style and development intervention throughout the organisation. The large number of employees meant this would be a challenge.

OUR SOLUTION

Azure delivered coaching skills training to around one thousand employees to help them conduct day-to-day coaching conversations as part of their roles. 100 employees have also become accredited coaches via our ILM Level 5 Certificate in Coaching and Mentoring. We helped the council to set up an internal coaching pool open to all employees, and we provide ongoing CPD and Supervision to coaches.

RESULTS

Coaching is embedded throughout the council and is the default way of leading and developing employees. 9 out of 10 people receiving coaching in Kirklees report immediate benefits.



“Azure have hugely supported Kirklees in making changes we needed to make. They understood our organisation and what we wanted to achieve and gave us the tools and techniques to empower the workforce.”

**DEBORAH HIRST,
COACHING
COORDINATOR**