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MOBILIS PUBLICATIONS

“Coaching (koučing)”, Slađana Milošević,
published by Mobilis doo, February 2009,
ISBN 978-86-912275-0-0 (in Serbian language)

EMCC EU COUNCIL MEETING IN LONDON. UK

EMCC EU Council Meeting held on Saturday, June 6th 2009 in London, at Heathrow Airport.

EMCC Serbia Country delegate Ms Slađana Milošević was there thanks to the support of Mobilis Ltd.

**INTERESTING FROM RESEARCH**

From “Coaching and Buying Coaching Services a CIPD guide”, Written by Jessica Jarvis, CIPD, 2004 (available on the internet)

Objectives for organisations' coaching activities

	% of respondents reporting this item as a main objective
Improving individual performance	78
Dealing with underperformance	30
Improving productivity	28
Career planning/personal development	27
Growing future senior staff	26
Fostering a culture of learning and development	24
Motivating staff	21
Accelerating change in organization	16
Demonstrating the organisation's commitment to staff	16
Reducing cost of sending staff to external courses	9
Helping staff to achieving better work-life balance	5
Satisfying demand for coaching from employees	2

OUR COACHING TRAININGS

We delivered coaching workshop for students of Belgrade University organized by Center for Career Development, June 23rd 2009.

Great organization, great participants!
We will do that again sometime in autumn.

Our Coaching Trainings in July 2009

Serbia June 29th July 3rd 2009

BiH July 25-30th, 2009 (Leadership and Motivation Training for BSC Zenica)

EMCC CONFERENCE IN AMSTERDAM, NOVEMBER 2009

The 16th Annual EMCC Conference will take place in Amsterdam in November 2009.

Europe's premiere coaching and mentoring conference brings together researchers, scheme coordinators and practitioners of mentoring & coaching from across (and outside) Europe.

For anyone involved in the mentoring & coaching business, education or the community at large, it provides a central focus which has increased in popularity since the first conference was held in 1992. New insights and developments in mentoring & coaching are continually evolving and the annual conference acts as a show case of these developments as well as a forum for sharing current best practice.

More information

<http://www.emccouncil.org>

July 2009**INTERESTING FROM RESEARCH****The key components of HR's role in managing coaching engagements**

HR practitioners should get involved in coaching engagements from the outset. Key areas of HR involvement include:

- assessing an individual's need for coaching
- assessing an individual's readiness for coaching
- getting line managers on board
- determining best use of internal and external coaches
- running a rigorous coach selection process
- assisting in the matching process
- briefing the coach
- managing the contracting process
- monitoring effectiveness and measuring the impact
- capturing internal knowledge and evaluation data
- integrating coaching with other HR and development activity.

Measures used to assess effectiveness of coaching

	% of respondents reporting using this measure
Feedback from participants	75
Appraisal systems	61
Feedback from coaches	44
Employee attitude surveys	41
<i>Exit interviews</i>	38
Assessment against objectives set at the start of a coaching initiative	37
Business performance indicators	29
360° feedback	25
Staff turnover rates	21
Other	6

NEW RESEARCHES

Results available at the following addresses (Mobilis Ltd participated in those research):

<http://www.frank-bresser-consulting.com/globalcoachingsurvey.html>

www.sherpacoaching.com