



Coaching and Mentoring at Work conference

2nd July 2013

Holiday Inn, Bloomsbury, London

www.coaching-at-work.com

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Coaching in GSK

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**Coaching in GSK
&
The Future of the Coaching
Industry**

The business case.....



Foundations

- **One definition of Coaching**
- **Defining a Coaching Assignment**
- **Selecting External Coaches against set criteria**
- **Common process to access a coach**
- **Global Coaching Network**



The Spirit of GSK



Mission

Improve the quality of human life by enabling people to
do more, feel better and live longer



Strategies

- Grow a diversified global company
- Deliver more products of value
- Simplify the operating model
- Individual Empowerment
- Build Trust



Values

- Respect for People
- Patient Focused
- Transparency
- Integrity



Behaviours

- Flexible Thinking
- Continuous Improvement
- Customer Driven
- Developing People
- Enable & Drive Change
- Building Relationships

Deliver excellence by being the best you can be

The Building Blocks to Develop Coaching Capability

Coaching for Effective Leaders

2 day experiential course looking at applied skills, focusing on deepening coaching approach skills and increasing self awareness then applying these to real conversations we know we need to have.

For All GSK Leaders

Job Plus Coaching Training

3 day experiential course focused on developing Coaching relationships. It deepens core Coaching skills, focuses on Coaching attitude and introduces new Coaching models and psychological frameworks.

For those who want to be a Coach in GSK

Work with an Executive or Job Plus Coach

A formal coaching relationship for improved effectiveness, performance, and leadership development.

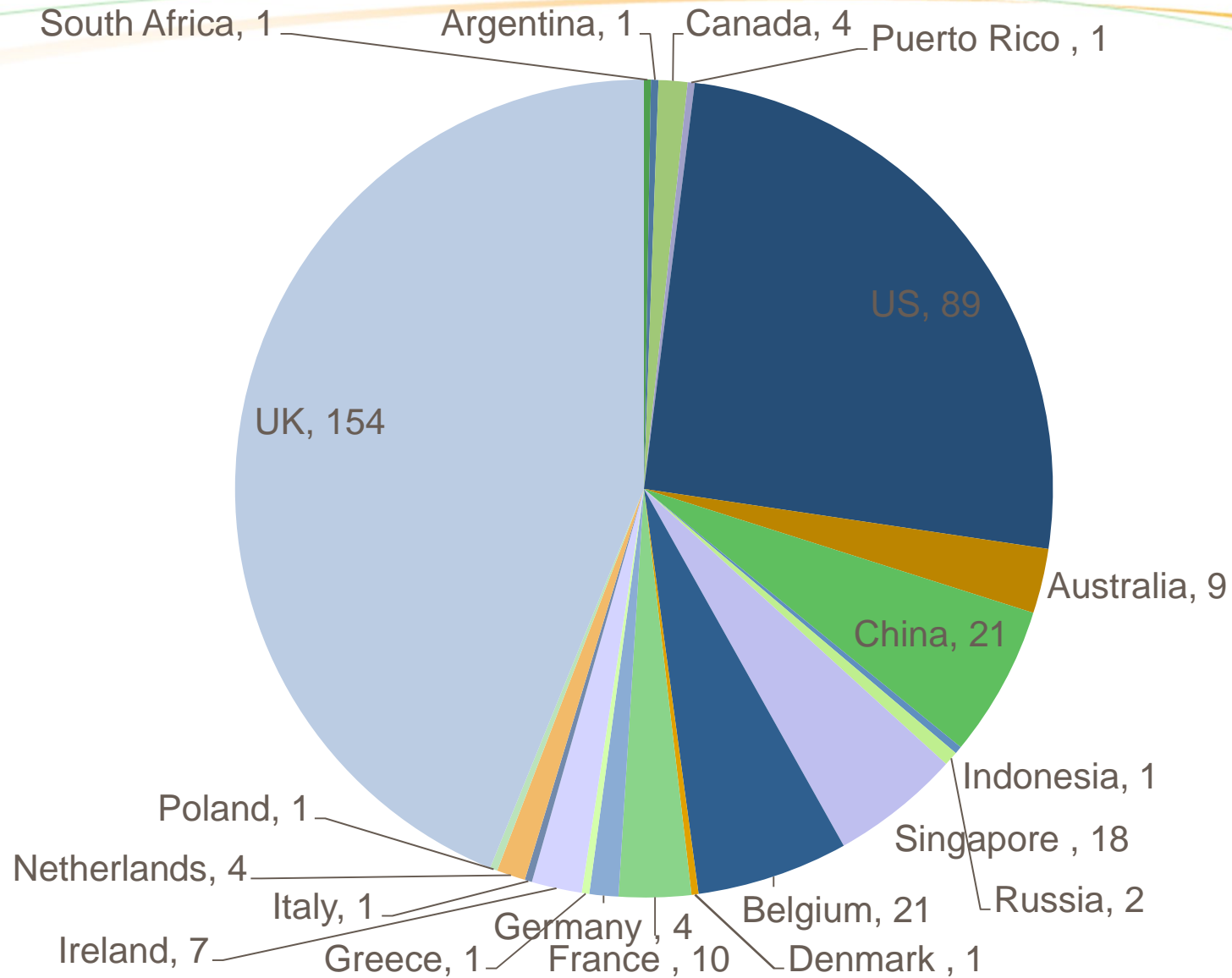
For All GSK Staff

Practical Coaching in the Workplace

1 day course that builds awareness in Coaching, develops leaders' confidence and basic competence in using a Coaching approach in the way they lead.

For All staff developing leadership skills

JPC is a Global Community



Organisational Impact



Enterprise Leadership

- For leaders with potential to reach CET / CET-1
- 4 x 5 day workshops, Executive Coaching, 24 months duration
 - Creating and Executing Strategy, Paradox Leadership, Building Trust in Society, Creating Shared Value, Access to Medicines, Authentic Leadership, Innovation, Working with the Board, Stakeholder Management.

China Pharma Leadership Team:
Coaching, 12 months duration,
Practical Coaching in the
Workplace roll out for 2,000
people



A photograph of four diverse professionals (two women and two men) smiling and looking towards the camera. They are wearing light-colored, collared shirts. The background is a blurred office setting. The image is framed by a purple curved border at the bottom.

Job Plus Coaches
June 2013

Accelerating
Difference



Coaching - Our Future?



Coaching Our Future....



Questions?