



智享会
HR Excellence
Center



第十八届学习与发展年会

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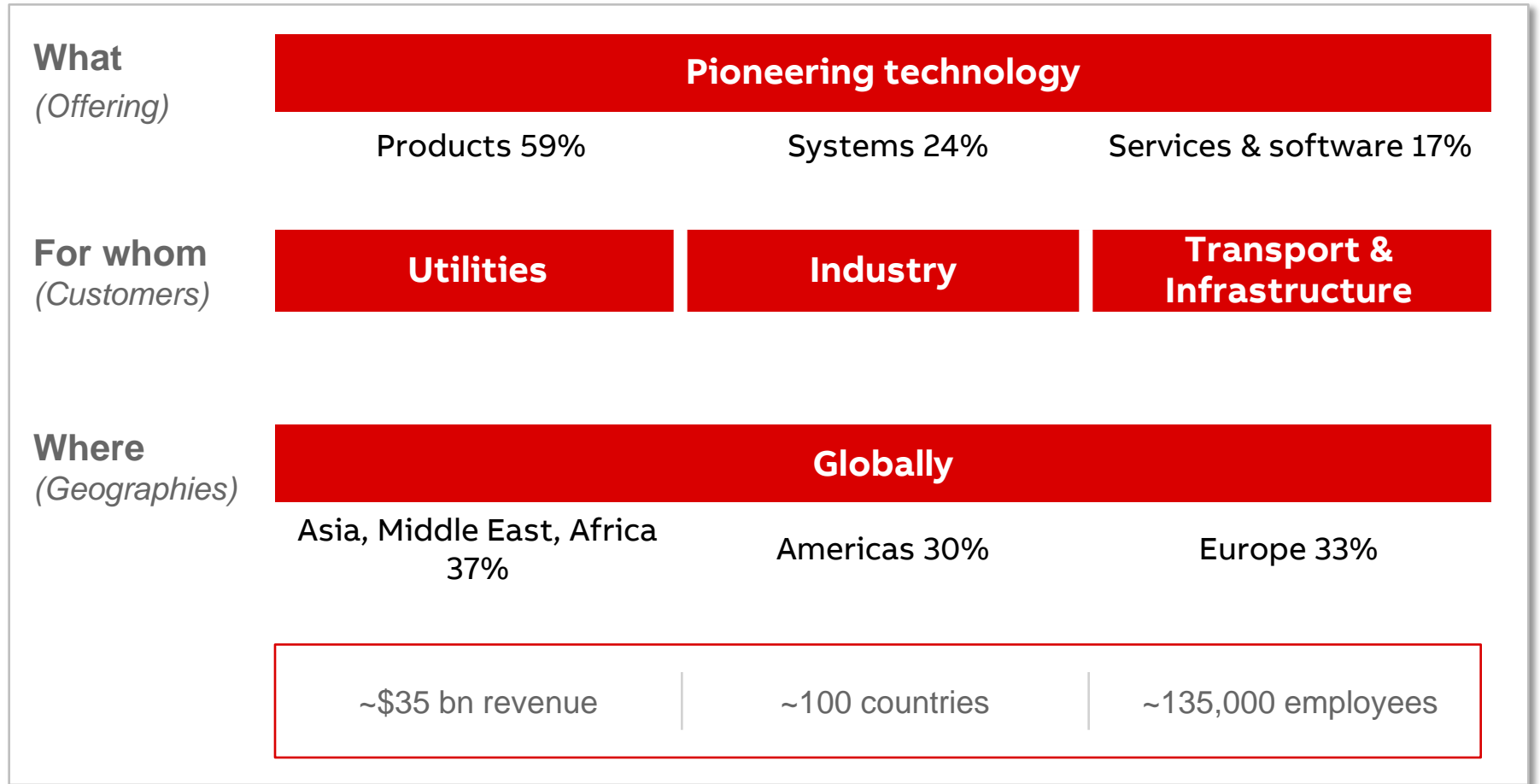


Building Coaching Culture

Adele Xu

ABB AMEA L & D Center

ABB: the pioneering technology leader



Attractive markets: Energy and Fourth Industrial Revolutions

The Energy Revolution



The Fourth Industrial Revolution



Utilities

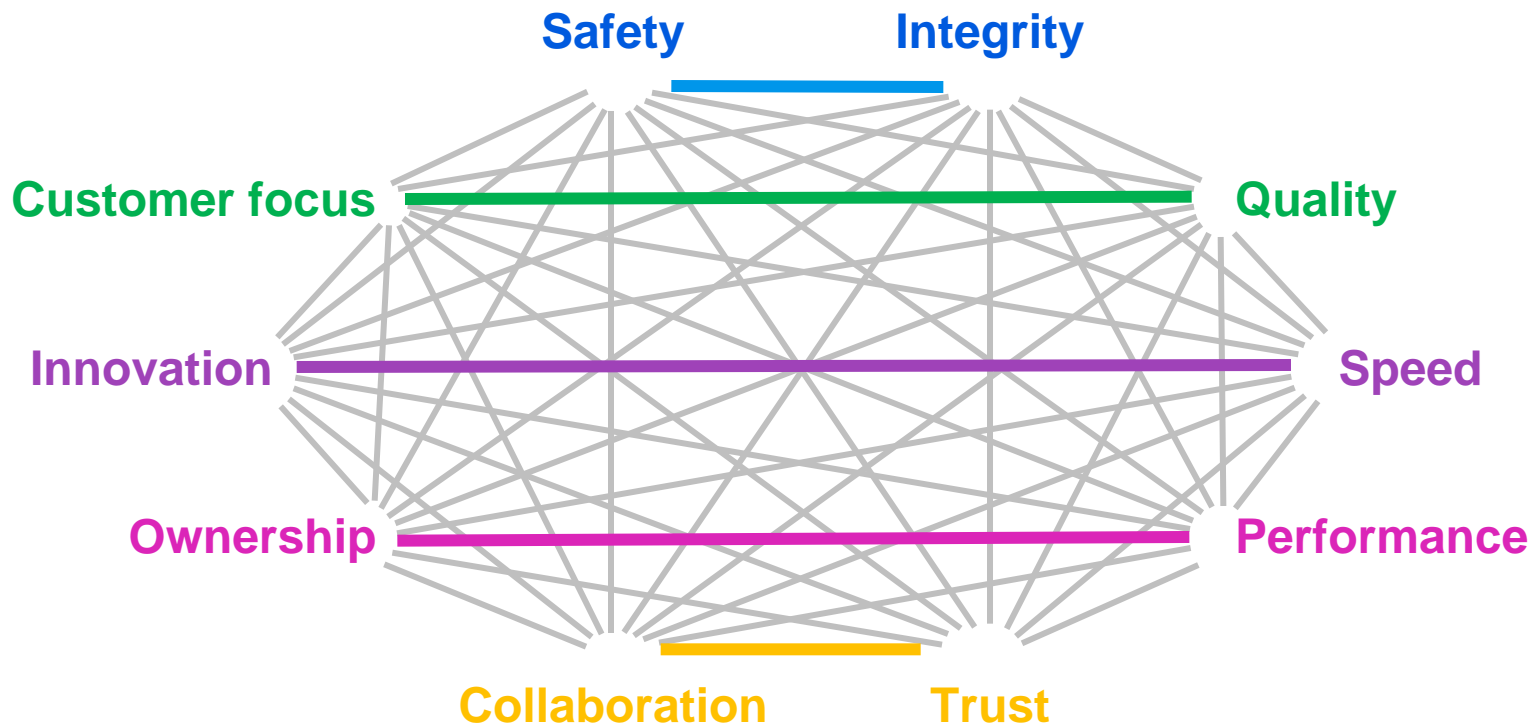
Industry

Transport & Infrastructure

Organizational change and People transition

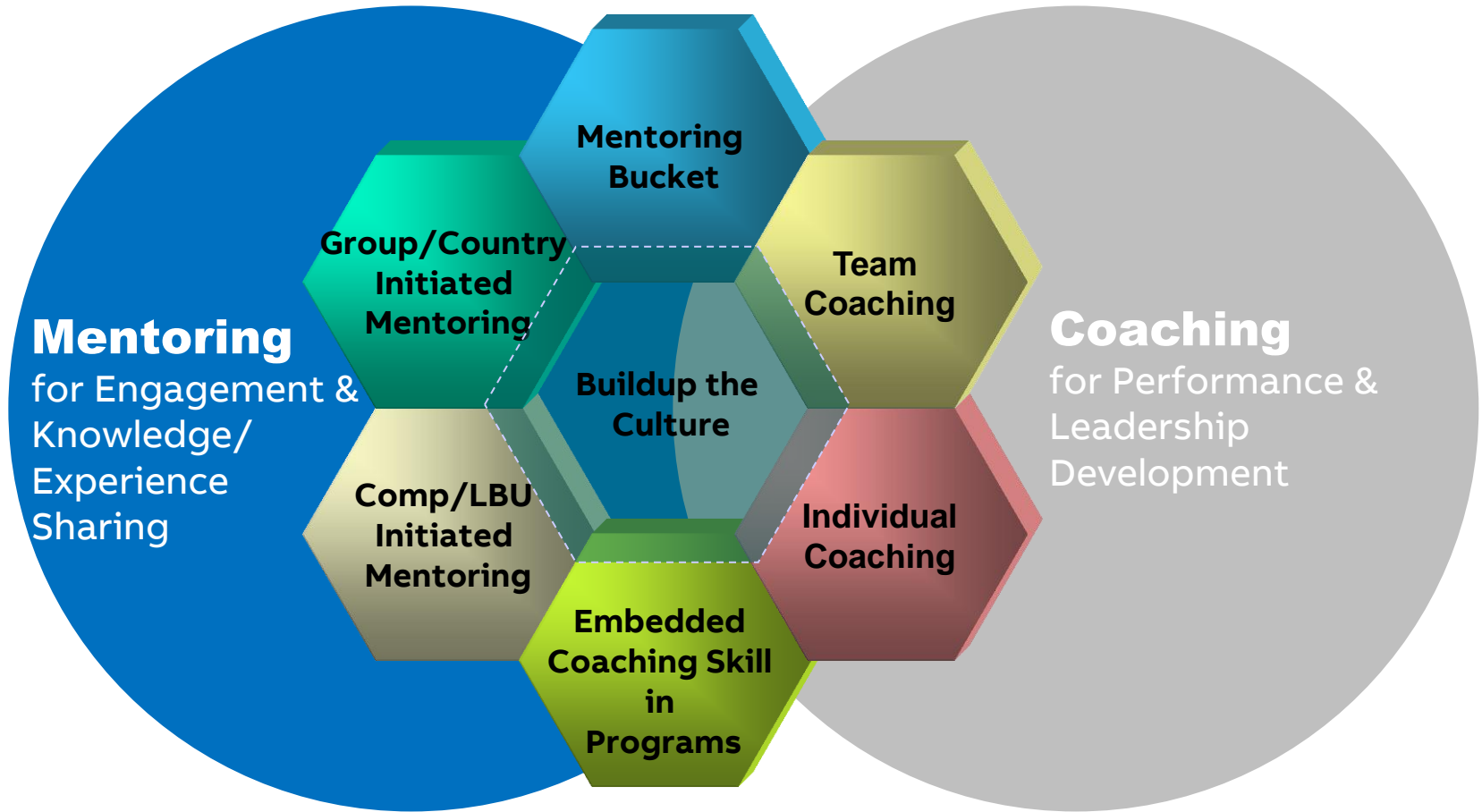


ABB: our values



Management & Leadership Roadmap

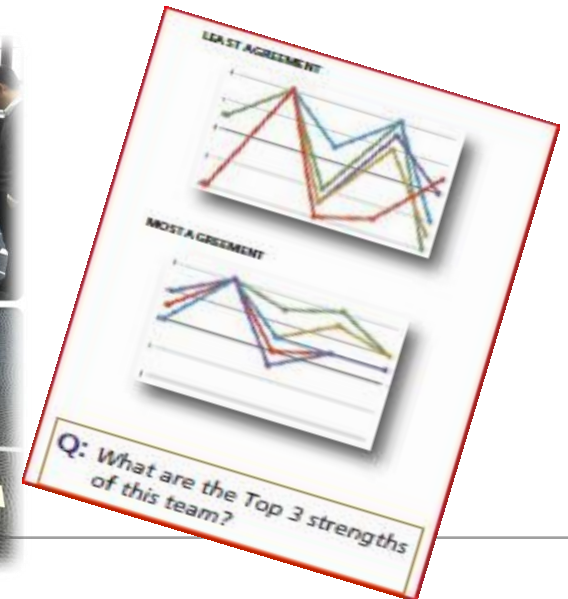
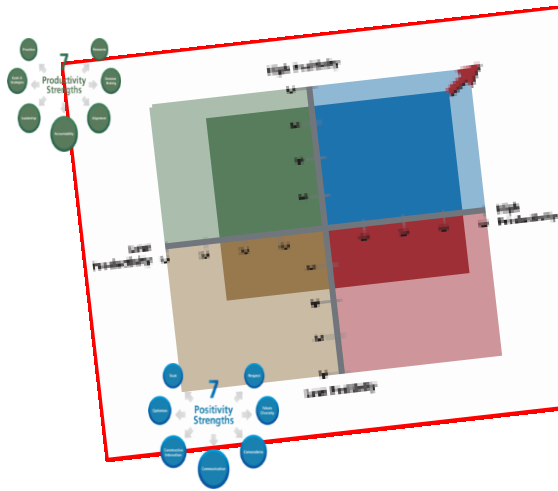
Local Solution – On Demand Program – the Mentoring & Coaching Culture



Management & Leadership Roadmap

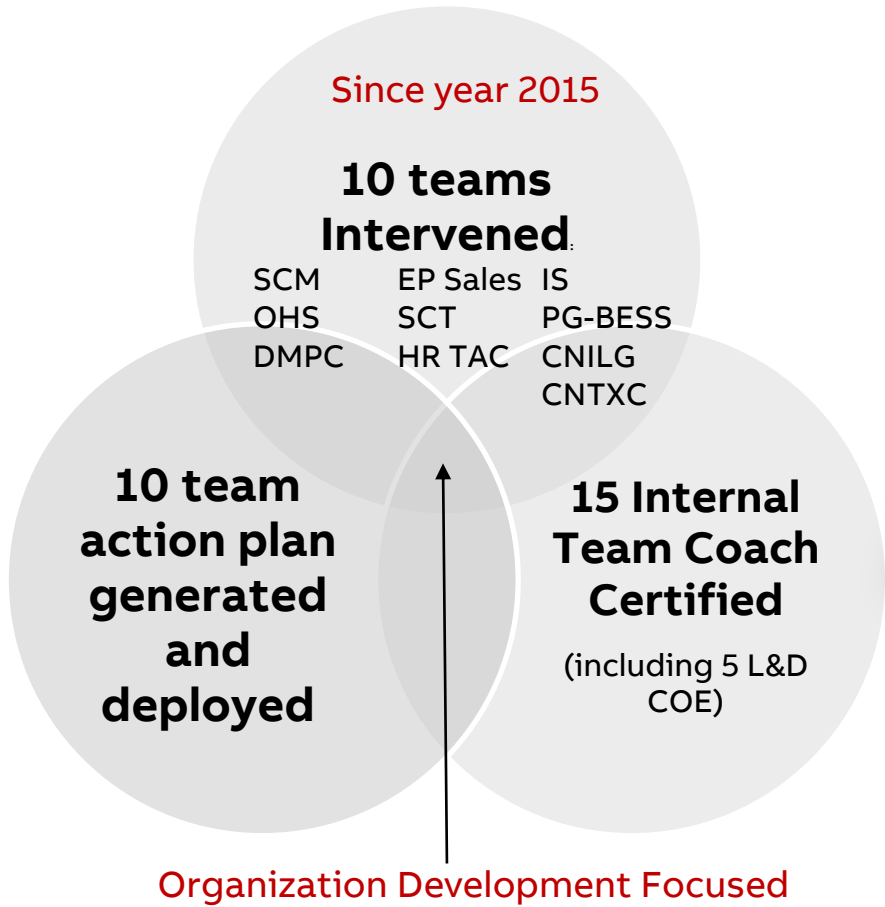
Local Solution – On Demand Program - Team Coaching

Team coaching approach is System approach: focus on Change the culture and change the team behavior. It is a valuable learning journey, through five process to help the unit team move from where they are to where they want to be:



Management & Leadership Roadmap

Local Solution – On Demand Program - Team Coaching Summary

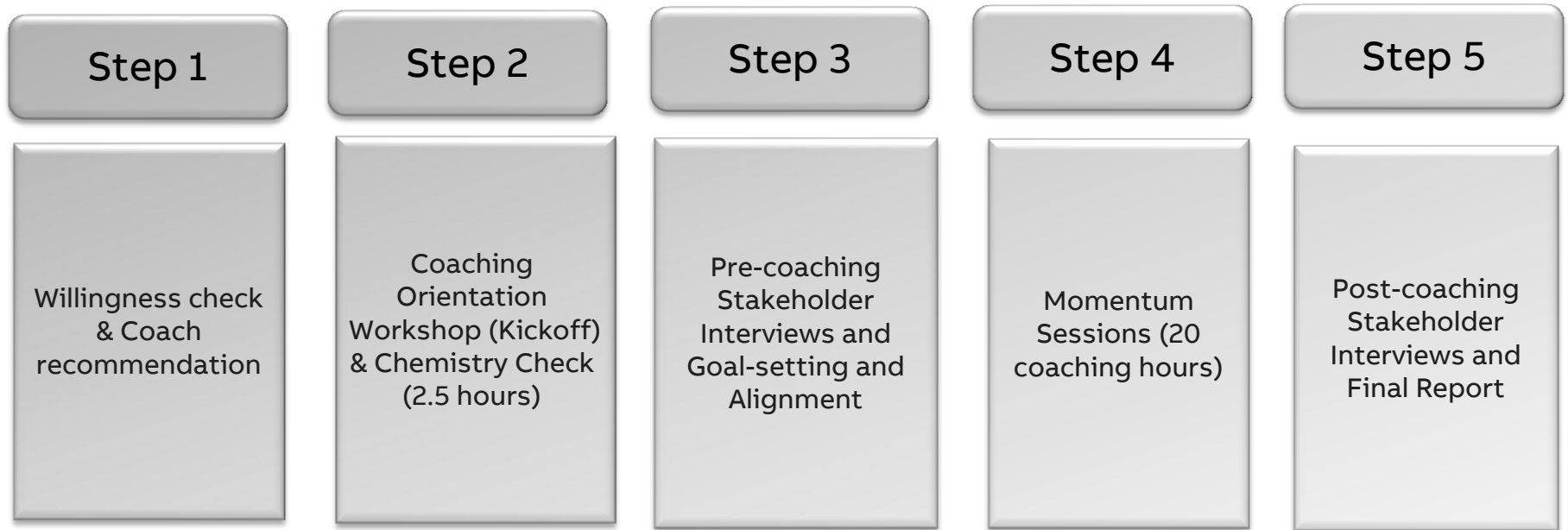


Management & Leadership Roadmap

Local Solution – On Demand Program - Individual Coaching

In the last couple of years, Coaching capability in increasing retention and engagement has become an obvious option for ABB China Leadership Team.

Especially important are key talents from different divisions/LBUs/Company, who will be the key trend-setters for the organization. Their advocacy of coaching leadership will help their direct reports transform their leadership style.



Management & Leadership Roadmap

Local Solution – On Demand Program - Individual Coaching Summary

Launch
in 2016



What:

Principles of Coaching

Who:

Essential Coaching Qualities

How:

- Coaching Communication Skills
- Structures and Processes

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ABB