

# Building a Coaching Culture to Elevate Leadership

The team of Emergenetics® Associates at Enible partnered with a multinational engineering organization to empower them to drive sustained leadership excellence and cultivate a coaching culture by:



Increasing self-awareness among leaders to improve communication and team collaboration



Equipping leaders with the ability to tailor coaching approaches based on cognitive and behavioral diversity



Strengthening agility and resilience in navigating organizational change



Seeing an opportunity to leverage Emergenetics Thinking and Behavioral insights, the company sought to create a leadership development program that would empower managers to coach effectively, inspire growth and drive high performance across their teams.

## The Opportunity

As the organization set out to create a workplace where employees felt empowered, engaged and aligned, they recognized that they needed to build up their leaders' coaching skills so they could consistently support innovation across the company.

In embarking on this development journey, the focus was clear:

**Empower leaders with the skills and self-awareness to foster a coaching culture that accelerates individual and team growth.**

Over six months, 40 senior staff participated in the Coaching Skills for Leaders program, with Emergenetics as a foundational tool to:

- Develop a greater understanding of their own and their teams' thinking and behavioral preferences.
- Learn how to adapt coaching conversations to resonate with diverse work styles.
- Enhance collaboration and trust by leveraging cognitive diversity in leadership interactions.

## The Solution

Enble designed a structured program integrating Emergenetics insights to enhance effectiveness.

It included:

- **Emergenetics Assessment & Workshop:**  
Leaders completed their Emergenetics Profiles and participated in a Meeting of the Minds workshop to gain awareness of their thinking and behavioral styles.
- **Coaching Workshops & Practical Application:**  
Participants applied Emergenetics insights to coaching conversations, learning to tailor their communication and approach to different employees based on their Profiles.
- **Skills Assessment & Feedback:**  
Attendees engaged in role-play scenarios, received feedback on their effectiveness and refined their strategies using cognitively diverse insights.
- **Post-Program Action Planning:**  
Leaders created personalized plans to embed Emergenetics-driven strategies into their leadership approach.

By understanding their own and their teams' preferences, participants were equipped to promote trust, encourage open dialogue and drive impactful coaching conversations.



I have greatly benefited from this coaching program, which has transformed me into an effective coach. The program is well-structured and goes beyond traditional classroom training. We were introduced to a psychometric assessment tool that helps us understand human cognitive and behavioral preferences. I had the opportunity to practice with coachees and even received executive coaching from the trainer.

- Tan Choo Siang, Assistant General Manager Process and Product Engineering



**90% of participants reported improved confidence  
in their ability to coach and lead diverse teams**

Attending the coaching program was a good experience for me. The content covered a wide range of valuable topics. I learned practical strategies and techniques that I have successfully applied in my own coaching sessions with coachees. The program not only enhanced my skills but also boosted my confidence in delivering coaching. I highly recommend this program to anyone looking to elevate their coaching abilities.

- Shane Lim, Director of Administration

## The Impact

The results of the training demonstrated a measurable shift in leadership effectiveness:



Increased team engagement as leaders adapted their styles to match individual and staff dynamics



Stronger collaboration through a shared language that enhanced communication and problem-solving



Amplified leadership performance where coaching became an essential driver of growth and company culture

The organization continues to leverage Emergenetics to ensure leaders remain adaptable, agile and equipped to navigate future challenges.



This program transformed my mindset, boosted confidence, provided clarity and helped me to be an effective coach with the right technique and strategies.

- DM Venkatesan, General Manager Regional New Biz Development

**Discover how the seven Emergenetics Attributes can transform leadership in your workplace.**

Let's create a culture of coaching excellence—together.