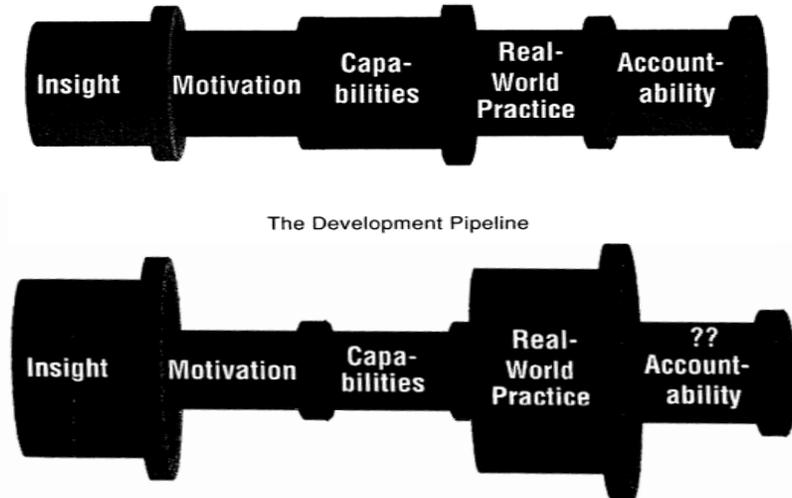


# The Development Pipeline



The Development Pipeline

*The purpose of coaching is to change behavior. It is therefore essential to have an understanding of the “active ingredients” required for such a change to occur. The Development Pipeline describes the necessary and sufficient conditions for change and serves as a guide to where coaching can provide the greatest value for a given individual.*

Bonita's Development Pipeline for Conflict Management at Work

- 1. Insight:** *The extent to which the person understands what areas need to be developed in order to be more effective.*
- 2. Motivation:** *The degree to which the person is willing to invest the time and energy it takes to develop him or herself.*
- 3. Capabilities:** *The extent to which the person has the skills and knowledge that are needed.*
- 4. Real-world practice:** *The extent to which the person has opportunities to try new skills at work.*
- 5. Accountability:** *The extent to which there are internal and external mechanisms for paying attention to change and providing meaningful consequences.*

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