

Building a Performance Coaching Culture in the Workplace

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Executive Summary

This article addresses the limitation of traditional annual performance reviews and proposes building an organization-wide performance coaching culture. The author argues that effective performance coaching must be embedded into daily workflows rather than treated as an add-on activity, requiring alignment between leadership, HR, and managers. Key evidence includes the identification of essential coaching elements (continuous feedback, goal alignment, accountability, skill development) and specific manager skills needed (inclusive leadership, emotional intelligence, active listening). The article presents a systematic approach involving cultural foundation-setting, manager training, workflow integration, data-driven measurement, and scalable implementation. The conclusions emphasize that performance coaching directly impacts employee engagement, retention, and organizational performance when properly implemented as a measurable, repeatable practice supported by appropriate technology systems.

Key Insights

1. Performance coaching effectiveness increases when embedded in existing workflows rather than added as separate initiatives
2. Organizational alignment across leadership, HR, and managers is essential for consistent coaching culture implementation
3. Data-driven measurement of coaching impact through employee engagement, goal progress, and performance trends enables continuous improvement

Practical Takeaways

- Integrate performance coaching into weekly 1-on-1s, goal check-ins, and existing performance reviews rather than creating new processes
- Develop manager skills in inclusive leadership, emotional intelligence, and active listening to enable effective coaching delivery

Critical Analysis

Strengths include a comprehensive systematic approach to cultural change and practical workflow integration strategies. The article provides specific manager skills and implementation steps. However, significant limitations include heavy promotional bias toward 15Five Perform platform, lack of cited research or case studies, and absence of potential drawbacks or implementation challenges. The content reads more like marketing material than objective guidance, with multiple direct product promotions.

Organizational Practice

The article describes implementing performance coaching through weekly 1-on-1 meetings, integrating goal check-ins with performance objectives, and using performance reviews to track coaching progress and goal achievement

Strategic Implications

The findings suggest organizations are moving toward continuous performance support models integrated into daily operations, with technology platforms facilitating scalable coaching practices and data-driven performance management approaches

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