

Jacksons Point, Ontario, Canada (Newsworthy.ai) Thursday Aug 1, 2024 @ 8:30 AM
America/Toronto —

HR.com's HR Research Institute (HRRI) has released a new report highlighting a critical challenge in today's organizations: the conundrum of developing effective coaches. The research reveals that to develop good coaches, you need good coaches to coach them—a catch-22 that many organizations are struggling to navigate.

The report finds that fewer than half of respondents consider their internal coaches and mentors to be well-trained. Even more concerning, about a quarter of organizations (26%) lack any formal coaching or mentoring programs, missing out on significant benefits such as helping employees realize their potential and preparing them for new roles.

Coaching and mentoring are priorities for most organizations today, and a majority plan to place greater importance on them in the near future. However, there are many challenges that organizations are facing that are hindering these programs, including:

- not devoting enough time to coaching/mentoring: 61%
- lack of defined and measurable outcomes: 40%
- lack of concrete options for training, development, and career pathing: 39%

“Coaching and mentoring are vital for nurturing the next generation of leaders,” stated Debbie McGrath, Chief Instigator and CEO of HR.com. “Addressing the gaps revealed in this study is essential for organizations aiming to enhance their coaching programs and develop future leaders effectively.”

The full research report, [HR.com's Future of Coaching and Mentoring 2024](#), is available for free download and offers detailed insights and actionable recommendations for HR professionals looking to build more effective employee development initiatives.

The recording of the research webcast presentation, [The Coaching & Mentoring Forecast: Trends You Can't Afford to Ignore!](#), is available for viewing 24/7 on demand.

About HR.com and the HR Research Institute

The HR Research Institute (HRRI) helps you keep your finger on the pulse of HR! Powered by HR.com, the world's largest HR community, the HRRI identifies key trends and best practices to help more than 2 million HR professionals and their organizations make strategic decisions with informed and insightful research findings. Among the most productive and respected HR research institutes globally, the HRRI publishes dozens of high-quality reports every year across a wide array of HR topics. HR.com's free membership offers many benefits, including access to over 250 exclusive primary research, state-of-the-industry reports, and infographics. These resources are published based on surveys developed with the assistance of a panel of thought leaders and industry experts on the advisory boards.

Visit hr.com/hrresearchinstitute to maximize your HR potential. #hrresearchinstitute

Become a part of HR.com's [HR Research Influencer](#) panel today. Participate in surveys, share your insights, and earn rewards.

Contact: info@hr.com
[HR.com Newsroom](#)



This press release is distributed by the [Newsworthy.ai™ Press Release Newswire](#) - News Marketing Platform™. Reference URL for this press release is [here](#).