

TechKnowCon Monthly Roundtable

Democratizing and Scaling Coaching

April 22, 2020



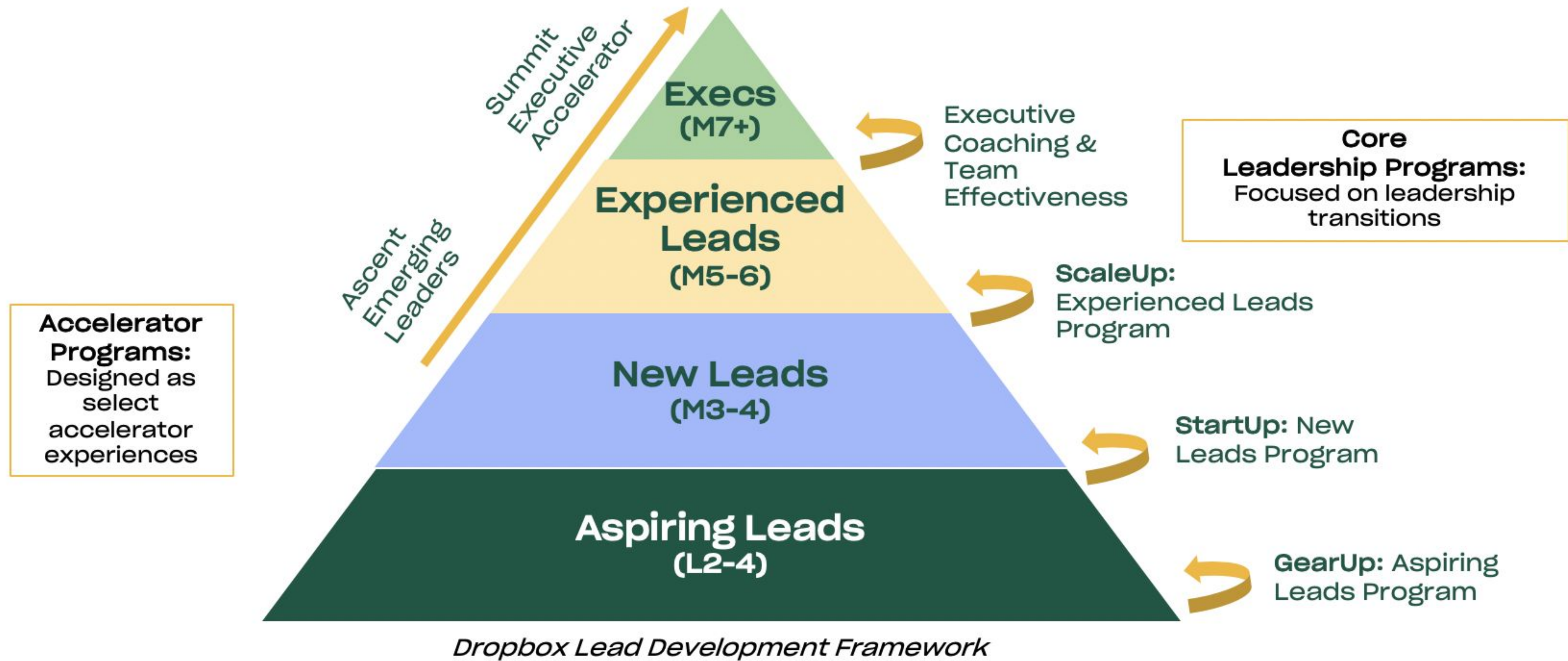
Agenda

1. Dropbox Leadership Development Vision and strategy
2. Enhancements to our Exec Coaching Program
3. Democratizing coaching
4. Q&A

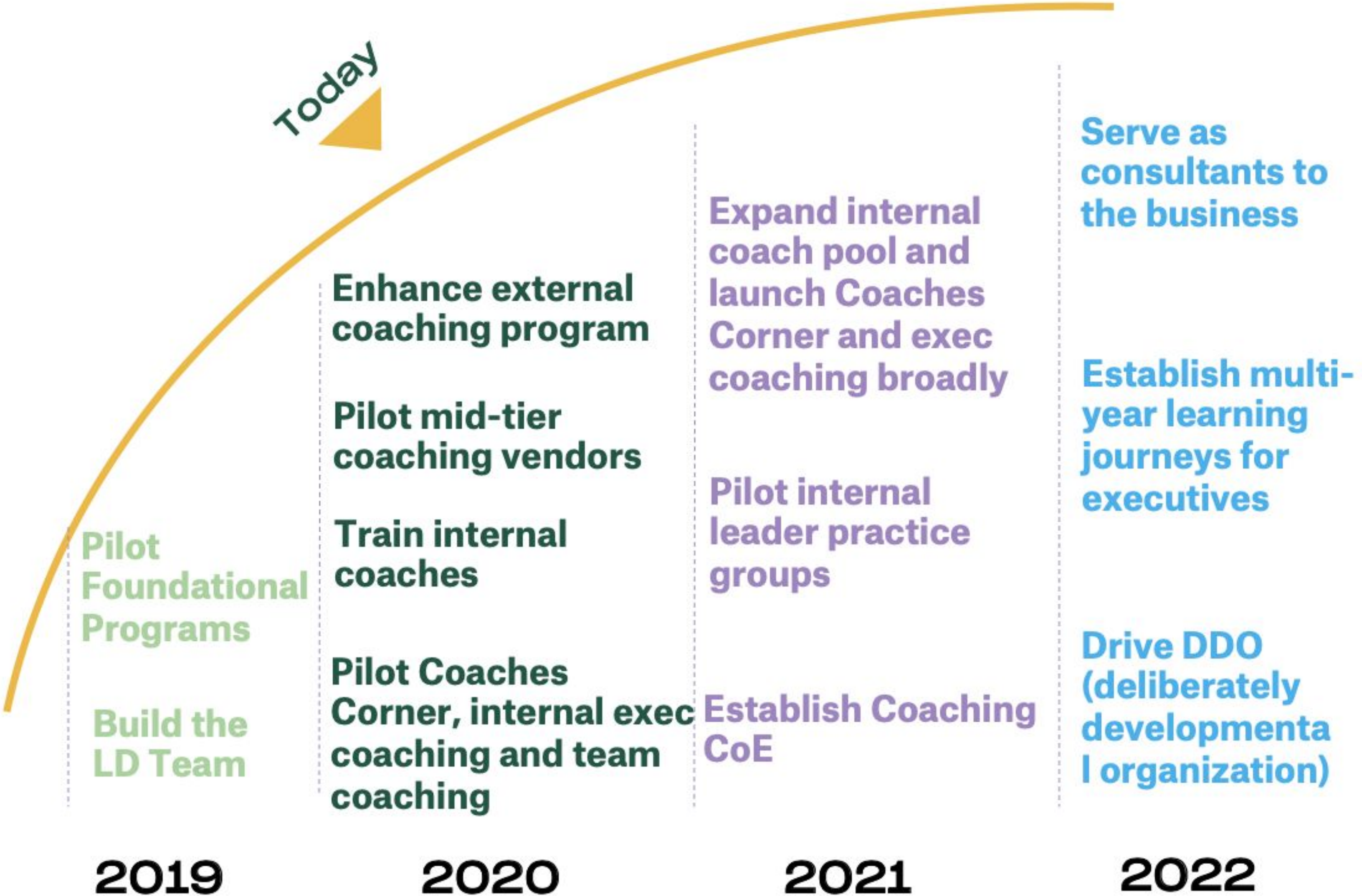
Our Vision

To be known as a company where leaders learn how to be great leaders, and to be recognized as an industry leader in leadership development.

🎯 Leadership Dev Strategy



Our Coaching Journey



Coaching @ Dropbox: Key Changes

- ✓ Renegotiated rates aligned with industry and peer group
- ✓ Stronger, more diverse, global coach network
- ✓ Increased protection with Coaching @ Dropbox policies
- ✓ Strategically aligned Quarterly Coach Forum
- ✓ Standardized intake, matching, and engagement process
- ✓ Coaches Corner pilot running for ICs and Managers



Democratizing Coaching

1. Build internal coaching capability
 - L&D team, People team, broader Dropbox
 - Coach training (14-17hrs of training and observation)
2. Pilot Coaches Corner for ICs and Managers
3. Pilot Team Coaching
4. Leverage technology to support scaling



The 70%!

Creating a DDO

1. Running internal coaching practice groups for managers
2. Providing training & toolkits on the GROW model
3. Working w/ C-suite and People team to institute systemic drivers (performance reviews, tie coaching to compensation)

Questions?

