

## **Coaching to Leadership Trust Towards an Intrapreneurial Framework**

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### **Abstract**

Leadership trust is a crucial element in fostering effective leadership and building strong relationships between leaders and their teams. Coaching has gained recognition as a powerful intervention to enhance leadership capabilities and cultivate trust within the workplace. This study explores the impact of coaching on leadership trust, aiming to uncover the mechanisms through which coaching interventions influence trust perceptions among leaders and their team members. The study addresses the perceived gap in the existing literature by providing nuanced insights into the relationship between coaching and leadership trust. It examines how coaching facilitates the growth of key trust-building factors, such as effective communication, empathy, and transparency, and explores how these factors positively impact leader-follower relationships. The findings from this study contribute valuable implications for leadership development and organizational effectiveness. The research highlights the transformative potential of coaching in fostering authentic and trustworthy leadership, resulting in increased employee engagement, improved team dynamics, and higher levels of organizational commitment. Based on the findings, the following are recommended; 1) Implementing a Leadership Coaching Program: Organizations should design and implement comprehensive coaching programs that focus on developing leaders' emotional intelligence, communication skills, and ethical decision-making. This approach fosters an authentic leadership style, engendering trust among team members. 2) Aligning Coaching Objectives with Organizational Values: Coaching interventions should be aligned with the organization's core values and strategic objectives. This alignment ensures that coaching outcomes directly contribute to building a trust-driven organizational culture. 3) Promoting a Coaching Culture: Encourage a coaching culture within the organization, where coaching is seen as a valuable tool for leadership development and trust-building. Cultivate a mindset that embraces coaching as a continuous learning process rather than a remedial measure. 4) Integrating Coaching with Leadership Development Initiatives: Integrate the leadership coaching program with broader leadership development initiatives within the organization. A cohesive approach ensures that coaching complements other learning experiences, reinforcing leadership trust at multiple levels. By embracing these recommendations, organizations can harness the potential of a leadership coaching program to cultivate authentic leadership, engender trust, and foster a culture of continuous growth and innovation. As leadership trust continues to be a foundation of organizational success, this research offers valuable insights for organizations seeking to leverage coaching to build and sustain trust-driven leadership, leading to improved employee engagement and organizational performance.

*Keywords: coaching, leadership trust, intrapreneurship, leadership development, leadership coaching*