

COACHHELLO



INDUSTRY
Real Estate Technology

PRODUCTS USED
Performance Optimization



MeilleursAgents.com, founded in 2008 by four entrepreneurs, has grown into a leading online real estate platform in France, now employing over 300 people and partnering with more than 10,000 agencies. With an 81% national audience share, it dominates the online real estate pricing and estimation space. Headquartered in Paris and recently acquired by a major international group, the company is experiencing high growth and transformation. Recognizing the need to support its expanding managerial population, MeilleursAgents implemented a leadership coaching program tailored to its dynamic environment—an initiative that reinforced their culture and commitment to people development during this pivotal growth phase.

Challenges

As Meilleurs Agents continued its rapid growth, the company recognized a critical need to invest in the development of its mid-level managers. These managers were central to driving day-to-day operations and team performance, yet many lacked structured support to step confidently into leadership roles. By strengthening their communication, engagement, and leadership capabilities, Meilleurs Agents aimed to ensure that managers could not only navigate the challenges of expansion but also inspire their teams and sustain high performance during this key growth phase.

Solution

With Coachello, Meilleurs Agents rolled out a structured Leadership Coaching Program for 40 managers. Through 6 personalized sessions, Slack-based support, and data-driven insights, the program equipped managers with practical tools to improve communication, strengthen engagement, and step into their leadership roles with confidence.

Results

3x Reduction in Stress
+70% Motivation
+75% Perceived Growth from Peers
+98% Actions Implemented

“First coaching experience for me and I must say: after only a few sessions I felt a real evolution. My coach has been exceptional and the Coachello team was always there to support me.”

Jordan Chenevier-Truchet | CMO of Germinal

Challenges

As Meilleurs Agents scaled quickly and integrated into a larger international group, the demands on its managers grew significantly. Many mid-level managers were promoted during this period of expansion, yet they often lacked the structured guidance needed to step confidently into leadership. Without support, there was a risk of misalignment, reduced engagement, and missed opportunities to sustain performance at scale.

➤ Meilleurs Agents knew that without structured support, managers would feel unprepared for the challenges of leadership.

The challenges included:

- Limited access to coaching**
Development opportunities were mostly reserved for executives, leaving mid-level managers without structured leadership support.
- Navigating rapid growth**
Managers had to adapt quickly to changing expectations and responsibilities while maintaining team performance.
- Building engagement and communication**
Strengthening trust, collaboration, and leadership skills was critical to keeping teams aligned during key growth phases.

Solution

Recognizing that mid-level managers needed more than just experience to succeed, Meilleurs Agents partnered with Coachello to provide them with hands-on coaching. The focus was on giving managers the space, tools, and guidance to build confidence in their new responsibilities, while making leadership development accessible to everyone—not just executives.



Scaled access to coaching

Coaching was no longer limited to C-level leaders. Forty mid-level managers were enrolled in a structured program, giving them equal access to personalized development opportunities tailored to their leadership challenges.



Tech-enabled learning

Through Coachello's Slack app and ongoing data insights, managers could seamlessly integrate coaching into their routines. This made leadership development continuous, accessible, and measurable rather than a one-off initiative.



Structured alignment with business goals

By introducing a three-party agreement between each manager, their N+1, and the coach, Meilleurs Agents ensured coaching stayed relevant. This structure tied personal growth to organizational objectives, driving both individual and company-wide impact.

With Coachello

After just a few months, coaching had become a trusted tool at Meilleurs Agents and was quickly expanded to include more managers across the company. Implementing this program created a stronger foundation for leadership and team engagement, leading to measurable outcomes:

With 40 managers enrolled in the Leadership Coaching Program, each received six personalized sessions supported by Slack-based tools and performance insights. This structure gave managers the flexibility to work on challenges such as communication, leadership style, and building stronger team relationships.

