

Getting Started In Personal And Executive Coaching

Becoming an Exceptional Executive Coach
Four Essential Ways that Coaching Can Help Executives
An Introduction to Professional and Executive Coaching
The Best Practices of Executive Coaching
Psychological Dimensions Of Executive Coaching
Advancing Executive Coaching
The Value of Executive Coaching
Getting Started in Personal and Executive Coaching
Executive Coaching For Results
Critical Moments in Executive Coaching
The Art of Executive Coaching
The Art and Practice of Leadership Coaching
Coaching on the Axis
Personal and Executive Coaching
Executive Coaching
Executive Coaching World: A Global Perspective
Executive Coaching
An Org Dev'l (OD) Approach to Executive Coaching
Executive Coaching with Backbone and Heart
The Executive Coaching Playbook
Michael Frisch Robert Witherspoon Sheila Boysen-Rotelli PH D. PAUL J. FORTI Bluckert, Peter Gina Hernez-Broome Angela Mulvie Stephen G. Fairley Brian O. Underhill Erik de Haan Nadine Greiner Howard Morgan Marc Simon Kahn Jeffrey Ethan Auerbach Sunil Unny Guptan William Pennington Christina A. Douglas Michael Glenn Mary Beth A. O'Neill Nadine Greiner

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what does it take to lead a leader this revolutionary guide explains the core content areas that are crucial in any coach s work and guides readers to develop their own personal powerful model of executive coaching

some executives use coaching to learn specific skills others to improve performance on the job or to prepare for career moves in business or professional life still others see coaching as a way to support broader purposes such as an agenda for major organizational change to an outsider these coaching situations may look similar all are based on an ongoing confidential one on one relationship between coach and executive yet each coaching situation is different and these distinctions are important to recognize if only to foster informed choice by everyone involved this report explores key distinguishing factors among coaching situations and defines four distinctly different coaching roles case examples explore how these roles apply to

common coaching issues facing executives and their organizations today

this book explores the growing coaching profession earning over 3 billion annually with 100 000 practitioners it bridges theory and practice providing a framework for effective coaching it aims to equip students with the skills and understanding to replicate successful coaching outcomes

this is a source book for the human resource professional and executive coach practitioner it describes what executive coaching is all about and offers the key strategies used by successful executive coaches to obtain measurable and lasting results

what are the critical success factors in effective executive coaching what are the key competencies of a psychologically informed coach what are the similarities and differences between coaching and therapy this book provides business coaches and management consultants with the framework for a psychological approach to executive coaching it shows how performance related issues in the workplace often have a psychological dimension to them and provides the reader with an understanding of how to work in more depth to help people resolve their issues and unlock their potential it analyzes what constitutes effective coaching stressing the importance of sound coaching principles good coaching process the desirable competencies of the coach the importance of the coaching relationship and the issue of 'coachability' it also examines the impact of a stronger psychological approach to coaching exploring the key psychological competencies required how to develop them and the training and supervision issues implicit in this approach a recurrent theme is the personal development of the coach throughout the coaching process and peter bluckert highlights the contribution that the gestalt perspective offers the coach through the use of self as instrument of change anecdotes stories and case samples are used throughout the book to illustrate situations so that the reader builds a picture of what psychologically informed coaching looks like and how to practice ethically responsibly and competently psychological dimensions to executive coaching provides business and executive coaches management consultants human resource specialists corporate executives senior managers health social workers occupational psychologists teachers psychotherapists and counsellors with the essential information they need to be successful coaches and empower their clients

praise for advancing executive coaching rich in content this book is an impressive and varied review of the field of coaching from a notable assembly of authors it is thought provoking yet practical and represents an important contribution to a fast moving field a must read for anyone interested in executive coaching and all organizations that want to implement coaching marshall goldsmith executive coach and author of the new york times best sellers *mojo* and *what got you here won't get you there* this excellent book on executive coaching takes the reader on an exciting journey of discovery and explores the link between practice and research a great resource for hr professionals and coaches professor stephen palmer ph d director of the coaching psychology unit city university london united kingdom if you are looking for a solid evidence based book on leadership and executive coaching look no further from tools and techniques to theoretical frameworks and practice advice on how to implement and measure leadership coaching it's all here a must have for the novice and experienced executive coach alike enjoy

anthony m grant ph d director coaching psychology unit university of sydney the book offers both tested strategies and techniques and an exploration of emerging issues and new directions cindy mccauley ph d senior fellow at the center for creative leadership the editors have compiled an all star roster of authors who tackle issues from implementing and evaluating coaching programs to maximizing the effectiveness of individual coaching relationships this book will be a must have for anyone interested in world class executive coaching kurt kraiger ph d 2010 siop president professor and director of the industrial and organizational psychology program at colorado state university

the explosive growth of coaching over the past decade has been accompanied by comparable growth in coach training as well as in membership of professional bodies representing the industry yet philosophical and intellectual debates over executive coaching and its measurable value and outcomes appear limited in much of the existing literature many practitioners appear uncomfortable with the hard measurement of real return on investment preferring softer more qualitative approaches to evaluation to challenge the self perpetuating myth of value which has grown up around executive coaching the value of executive coaching critically explores the discourses surrounding this aspect of leadership development and considers different ways of thinking about its growth development and application outside its established functionalist perspective using case study evidence this exciting new text enhances our understanding of how and why the value proposition of executive coaching is perceived and perpetuated and provides readers with the opportunity to explore some of the issues which influence perceptions of value this book will be valuable reading for practising coaches and students on postgraduate coaching courses

find satisfaction and financial success with a new career in coaching getting started in personal and executive coaching offers a go to reference designed to help every mental health professional build manage and sustain a thriving coaching practice packed with hundreds of proven strategies and techniques this nuts and bolts guide covers all aspects of the coaching business with step by step instructions and real world illustrations that prepare you for every phase of starting your own coaching business this single reliable book offers straightforward advice and tools for running a successful practice including seven tools for making a great first impression fifteen strategies for landing ten paying clients seven secrets of highly successful coaches ten marketing mistakes to avoid complete with sample business and marketing plans and worksheets for setting rates and managing revenue getting started in personal and executive coaching identifies the fifteen biggest moneymaking markets to target and offers valuable recommendations for financing that get the most impact and mileage from every budget quick action steps for applying ideas and techniques make this book useful right away get started in coaching today

the first comprehensive guide to using executive coaching in organizations based on the authors rigorous original research with dozens of leading companies includes extensive case studies examples of coaching tools advice on measuring roi and much more the field of executive coaching is growing at an astonishing rate corporations are increasingly turning to coaching as an intervention as it offers leaders and managers both on the job learning and built in follow up human resource and leadership development practitioners must wade through a wilderness of conflicting information about when to use

coaching how to do it well and how to evaluate the cost effectiveness and success of any coaching intervention executive coaching for results helps this critical leadership development technique come of age this is not a how to coach book there are already plenty of those but rather a comprehensive guide on how to strategically use coaching to maximize development of talent and link the impact of coaching to bottom line results underhill mcanally and koriath draw on their rigorous original research with fortune 1000 and global 500 companies such as dell sony johnson johnson disney unilever wal mart and many others to cover topics like coaching as part of an overall leadership development strategy typical activities and instruments used during coaching costs of coaching development of an internal coaching program selection of the right coach for the job the roi of coaching follow up after coaching and much more offering practical learning best practices and illuminating case studies this is the first definitive guide to the effective use of executive coaching in the corporate environment

critical moments in executive coaching examines the change process supported by workplace and executive coaching making use of empirical evidence from the study of a range of real coaching conversations and coaching relationships it is both a complete handbook that for the first time gives access to a global qualitative research base in the field of executive coaching and a look behind the scenes into the practice of both inexperienced and experienced coaches their clients and their commissioners erik de haan allows the reader access to the wealth of ashridge empirical research in this field to date alongside prominent research groups around the world this book provides practitioners with a range of suggestions for their contracts backed up by qualitative and narrative research it looks at what research is already telling us about the value of coaching conversations and the impact of critical moments of change in coaching from the perspectives of coaches clients stakeholders and sponsors the detailed research findings outlined in the book are supplemented throughout by case studies and snapshots of coaching moments as well as practical advice and insights for those working in the field the book also brings forward innovative new models and concepts for coaches which have emerged from research critical moments in executive coaching offers an evidence and research based approach that will be of great interest to coaches in practice and in training students of both undergraduate and graduate coaching programmes and those who supervise and commission coaching

embrace the power of executive coaching as businesses become more complex they tend to lean on their high performers to fend off competitors innovate and pivot to unexplored markets but who do these executives and leaders turn to when they need to refine their own skills executive coaches in the art of executive coaching dr nadine greiner takes you behind the scenes with nine stories of executive coach alice well and her clients follow along as she lets you in on the secrets tips and tricks to unlocking the transformative performance results leaders need with alice s help these individuals learn to adapt their personal leadership styles illuminate their blind spots and adopt new ways of relating and managing to benefit their teams and organizations but it s not all smooth sailing dr greiner shares alice s bumps along the way too with this book aspiring executive coaches will understand why coaching works so well why certain techniques enable leaders in sales tech healthcare and more to achieve dramatic results in a relatively short time there is no one size fits all approach to executive coaching as these stories show you must adapt your approach to

meet the unique needs traits and habits of each leader that s part of what makes the business of executive coaching thrilling and increasingly in demand no executive is perfect there s always room for improvement the skilled executive coach helps make this possible

leadership coaching has become vitally important to today s most successful businesses the art and practice of leadership coaching is a landmark resource that presents a variety of perspectives and best practices from today s top executive coaches it provides valuable guidance on exactly what the best coaches are now doing to get the most out of leaders for now and into the future revealing core philosophies critical capabilities and the secrets of coaching success this one of a kind guide includes essays from fifty top coaches including ken blanchard and frances hesselbein packed with cutting edge ideas and proven best practices this is the definitive source of information for anyone dealing with coaching

a comprehensive hands on guide to what it takes to be an outstanding personal or executive coach this must have book is complete with a detailed how to techniques section and fifteen outstanding examples from the world s top coaches

executive coaching a practitioner s guide to creating excellence discusses the executive coaching process beginning from the initial contact to building relationship and mutual understanding precautions to be taken and maximizing the output from the process sunil unny guptan has detailed the theoretical approaches to executive coaching the competencies capabilities and skills required to be an effective executive coach and the tools and techniques used in the process the book is an invitation to getting an inside look at executive coaching behind the veil of associated confidentiality

executive coaching world a global perspective explores the definition of executive coaching and the linguistic behaviours of executive coaches in the english language and answers two important and fundamental questions what is a definition of executive coaching that can be accepted by most executive coaches what is the relevance and use of different linguistic behaviours by an executive coach a new profession has emerged over the last 20 years called executive coaching while massive changes in the way leaders of organisations are expected to lead executive coaching has seen rapid growth with an estimated 29 000 executive coaches globally in an industry worth over 2bn yet executive coaching does not even have a universally accepted definition of what it is let alone universally accepted standards and as a result anyone may claim to be an executive coach and deliver any kind of service there is almost no empirical research of any quality and academics agree that defining and delineating the field is the most urgent task facing the industry as it moves towards professional status a definition will answer the fundamental questions what is it and who gets it however it does not answer what does an executive coach do the coaching conversation is at the heart of good executive coaching and therefore the effective use of linguistic behaviours is the key skill that an executive coach must possess utilising the latest thinking in social research methods and a pragmatic approach a concurrent mixed method strategy was used and an on line survey instrument selected to collect primary data a frame of 12 500 coaches was identified that included a random set of the population this frame was invited to take part and 1 190 qualified english speaking

executive coaches were selected as the research sample that equates to a margin of error of less than 3 at 95 level of certainty analysis has shown that this is the largest executive coaching survey conducted so far in total the executive coaches who took part in the survey have been practicing executive coaching for over 8 000 years executive coaching world a global perspective will be a valuable asset to practitioners academics teachers and trainers alike

what does a typical coaching process look like what are the steps that lead through that process this book examines these questions and others in a review of the current literature about executive coaching the authors continue the discussion with a look at the themes revealed through their review and lay the groundwork for thinking about executive coaching as a process and relationship rather than just a brief fix it intervention

an org dev l od approach to executive coaching includes elements of strategy leadership practices culture technology unique feedback processes and lessons from many years of personal field experiences the book is formatted in outline form for easy browsing or application and includes quotations from the likes of the goo goo dolls madonna and marshall goldsmith this book is an organization development od approach to leadership development is based on the work of roger kaufman s organizational elements model oem and marshall goldsmith author of triggers your leadership capabilities and competence can evolve from momentum or be accelerated by a conscious and informed approach as outlined in this book interestingly leadership development often happens at a career tipping point my professional thanks to organizations leaders clients and the talent magnet institute that have given me the opportunity to serve with and for them my personal love and gratitude to my wife nancy and family nikki mark jessi christopher elizabeth ollila arlo and charlotte thanks be to god psalm 118
24

praise for executive coaching with backbone and heart in this book o neill brings form and structure to the art of executive coaching novices are provided a path while seasoned practitioners will find affirmation daryl r conner ceo and president odr usa inc mary beth o neill s executive coaching gave me the tools and clarity to become a far more effective leader and change agent the bottom line was that we succeeded with a monumental organizational turnaround that had seemed impossible to accomplish eric stevens former ceo courage center o neill writes in a way that allows you to see this experienced coach in action what a wonderful way to learn geoff bellman consultant and author the consultant s calling mary beth brings a keen business focus to coaching by not just contributing insights but through helping me and my team gain the insights that we need to solve our own problems she has the ability to see through the sometimes chaotic dialogue and personalities in order to help a team focus on the real issues and dynamics that can impede organizations from achieving their goals john c nicol general manager msn media network effective leaders require courage compassion and initiative o neill s systems based coaching serves as a guide for both coaches and executives to better enable good decisions and good decision makers paul d purcell president beacon development group with mary beth o neill s coaching i ve become the kind of leader who balances both the needs to get results and to develop great working relationships since i started working with her i ve won accolades as the top innovator for my company and as professional of the year for my industry more important i ve been able to scope my job in a way that allows me to learn and

contribute at the same time all the while delivering great results to the bottom line
lynann bradbury vice president waggener edstrom

this turnkey guide helps you build a successful executive coaching framework and practice the executive coaching playbook offers experienced and newly minted executive coaches a complete framework for building your coaching skills and business with proven results beyond offering the ultimate proven coaching theory this book provides the tools and templates you need to set up a thriving business from working with your first executive clients to developing the business plan and marketing strategy for your brand with more than 30 years of experience as both an executive and a top executive coach dr nadine greiner along with talent development expert becky davis shares her extensive knowledge hard won lessons and practical advice covering everything from the first chemistry call with a potential executive client to closing out engagements with meaning and poise in this book you will learn how to be the exemplary sought after executive coach that leaves clients sponsors and yourself more than satisfied the perfect companion to dr nadine s the art of executive coaching the playbook offers 75 downloadable templates and techniques including email templates worksheets forms and agendas to support and to customize for your coaching endeavors a four step coaching process to adopt with your clients practical advice for starting and growing your business

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