

Coaching Mentoring And Organizational Consultancy 2e

Building and Sustaining a Coaching Culture is the ideal book for everyone who is passionate about coaching and who has an interest in creating an environment that supports learning and growth. Easy to navigate and logically structured, topics include the current understanding of coaching culture in organisations, coaching and mentoring culture strategy, making effective use of external coaches, formal and informal mentoring, developing and supporting internal coaches and mentors, team coaching, cross-cultural marketing coaching and cross-cultural issues. This edition of Building and Sustaining a Coaching Culture is a fully revised version of the seminal book Making Coaching Work: Creating a Coaching Culture. It analyses what has changed in the field of coaching culture and provides update on new knowledge and experience. A wide variety of international case studies and engaging tools such as chapter overviews, templates, and reflective questions will take you clearly through the development and implementation of a successful and integrated training culture. Whether you are an HR Manager looking to maximise the positive impact of coaching in your organisation, a business leader wanting to facilitate growth, or a consultant or coach seeking to place your work in the relevant organisational context, you will be shown how to implement an effective coaching and mentoring strategy that meets your needs.

Examines the nature, causes and symptoms of burnout, the role of dysfunctional organisations in contributing to burnout, and how coaches, HR professionals and bosses can support people experiencing burnout.

Covering the essential key skills and personal development of the successful coach, mentor or supervisor, with guidelines for practice.

Hawkins and Turner argue that coaching needs to step up to deliver value to all the stakeholders of the coachee, including those they lead, colleagues, investors, customers, partners, their local community and also the wider ecology. Systemic Coaching contains key chapters on how to contract in various settings, how to work relationally and dialogically, how to expand our own and others' ecological awareness, how to get greater value from supervision, work with systemic ethics and expand our impact. While illustrating why a new model of coaching is necessary, Hawkins and Turner also provide the tools and approaches that coaches and clients need to deliver this greater impact, accompanied by real-life case examples and interviews from the authors and other leading coaches and leaders globally. Systemic Coaching will be an invaluable resource for coaches in practice and in training, mentors, coach supervisors, consultants in leadership development and HR and L&D professionals and leaders.

Leadership Team Coaching

The Psychology of Coaching, Mentoring and Learning

Reflective Practice And Supervision For Coaches

EBOOK: Supervision in the Helping Professions

The Genuine Contact Way

Coaching in Times of Crisis and Transformation

The Consultancy Navigator is a comprehensive, step-by-step guide to forming, structuring and growing a respected management consulting practice. Stocked with dozens of tools, methods, graphics, examples, illustrative stories and checklists, this book covers all the necessary details captured from Jerry's nearly 30 years of a successful management consulting practice as President & Founder of The QMP Group, Inc. You will learn that starting and succeeding in a career as a Management Consultant is not as simple as investing in a website, bringing a resume to a networking event and handing out business cards. As one person who read the manuscript prior to publication said, "I wish I had read this before I established my business. I made all the mistakes you caution against, and invested in more nonproductive marketing efforts than I should have." Jerry's QMP Group practice specializes in Market Strategy, New Business Development and Sales - and such a background gives this book added power to help you accelerate success. As another reviewer stated, "In a world full of easy-solution pundits, Jerry Vieira tells the truth that success in consulting takes hard work. Then he lays out a step-by-step path that, while not easy, is achievable by those who are motivated and diligent." Economics Consultant, PhD. This book will be the best and most productive first investment you can make in your management consulting future. It will show you ways to avoid "learning the hard way" and provide a tool kit and techniques that have been proven to work.

Coaching and mentoring are fast becoming essential aspects of modern managerial practice. With this growth comes an increasing number of students embarking on mentoring and coaching courses. The authors (well respected and trusted scholars in the field) provide an authoritative text with a comprehensive overview and critical grounding in the key concepts, models and research studies in coaching and mentoring and answer important questions such as 'What does coaching and mentoring involve?', 'What is its value?' and 'How can the added value of mentoring and coaching be demonstrated?' Examples are drawn from a variety of sectors, including private businesses, public and voluntary organizations and schools. Contemporary debates are explained and chapters include features such as case studies, research questions and helpful tips to support the reader. To gain a wider perspective, there is a chapter which provides critical comment on the state of the art in the US, while the final chapter offers the first attempt at developing a unified theory of coaching and mentoring by drawing on their respective antecedents.

Organizations are most effective when the teams responsible for their success function to the best of their ability. When the relationships within the team work well and all members have a clear focus, the team is able to achieve goals more easily. Leadership Team Coaching is a roadmap for those who have the responsibility of developing a leadership team. It provides a thorough explanation of the key elements of team coaching and is filled with practical tools and techniques to facilitate optimum performance across virtual teams, international teams, executive boards and other teams. The fully updated 3rd edition of Leadership Team Coaching brings together the latest research in leadership teams and team coaching along with numerous examples to illustrate how to develop people from disparate groups into a high-performing team. With new international case studies throughout as well as a new chapter on systemic coaching, the book covers the five disciplines of team performance, how to select team members, how the relationship of the coach and the team develops through stages, how CEOs can foster effective teams with shared leadership, how to choose the best team coach and more to facilitate effective leadership teams.

Just like the coaching relationship, supervision is most successful when it is a collaborative endeavour, with both parties clear on their roles and the process. Coaching Supervision is an intensely practical book providing guidance on when, why and how to seek supervision, and on how coaches can make the most of the supervision they receive.

Written by experienced supervisors who have a deep understanding of the field, and drawing on research into good practice internationally, this book: Explains what supervision is and how it differs from other 'helping conversations' Provides a step by step approach to choosing a supervisor Advises on how to structure the coach/mentor development journey Explores a breadth of activities that enhance reflective practice Shows how supervision is an integral element of professional coaching and mentoring This practical guide will be vital reading for all established and trainee coaches and mentors participating in the supervision process, either as supervisors or supervisees.

Supervision, Skills and Development

Igniting Organizational Change Through the Leader Coach

Learning from Burnout

From One to Many

The Complete Handbook of Coaching

Evidence-based Initiatives for Organizational Change and Development

This book presents practical leading-edge views on the key aspects of the craft of coaching

This highly practical, comprehensive book reflects the increasing professionalization of coaching and mentoring, and the mounting expectation that coaches undergo regular supervision to ensure the quality and safety of their practice, and to encourage their continued professional development. This is the first book to address the full spectrum of supervision. The reader gets an opportunity to compare and contrast different approaches and models, and is introduced to theory in a concise, accessible way. The book also: • Clarifies what good coaching and mentoring supervision looks like in different contexts • Provides practical case examples to compliment and shed light on the theory • Explores the relationship between coaching/mentoring supervision • Reflects the diversity of perspectives on supervision in coaching and mentoring • Explores alternative ways of delivering and using supervision • Addresses the complex issue of effectiveness and quality of supervision Coaching and Mentoring Supervision is the definitive text for coaching supervisors, supervisors, and those who work with coaches toward qualifications in coaching supervision. It will also be of value both to HR professionals and those participating in mentoring programmes. "This book is written in a lucid and interesting manner so the chapters are easy to read individually and allow readers to pick their own path through the knowledge and experience that this textbook provides. This book will become an essential source for those seeking qualification in coaching supervision." Coaching Today, July 2012

In this time of downsizing, layoffs, buyouts and mergers, managers are faced with the unique challenges of boosting employee morale, mentoring and team-building and being more than just a boss and more like a coach to employees.

Workplace Intelligence provides a range of insights into the unconscious processes at play in the workplace and an introduction to a balanced approach to organizations. The book explores key concepts, showing how our emotions and early experiences inform the roles we play at work, as well as how we react to other people. It encourages reflection and utilization of this knowledge for managing ourselves and others fruitfully. It also provides managers with the methods to intervene and tackle these issues, elaborating on topics from leadership and group dynamics to meetings and work-life balance. The book will be a fascinating read for those in leadership roles, organizational development professionals, coaches, students of occupational psychology, as well as anyone interested in understanding workplace dynamics in general.

Developing Sustainable Leaders and Avoiding Career Derailment

Supervision and Development

Coaching and Mentoring for Business

Developing Collective Transformational Leadership

The Cycle of Transformation

Best Practices for Team and Group Coaching

Coaching and Mentoring for Business seeks to go beyond the vast body of skills-based literature that dominates the study of coaching and mentoring and focus on the contribution that coaching can make to the implementation of human resource strategy and organizational strategy. Grace McCarthy includes an introduction to coaching and mentoring theory, then goes on to look at coaching and mentoring skills, and how they may be applied in relation to individual change, coaching and mentoring for leaders and by leaders, coaching and mentoring for strategy, innovation and organisational change, as well as coaching and mentoring in cross-cultural and virtual contexts. Coaching and Mentoring for Business also explores ethical issues in coaching and mentoring before concluding with the evaluation of success in coaching and mentoring and a discussion of emerging issues. Key Features: Vignettes to help readers consolidate their learning by illustrating real life situations Web links to useful academic and professional resources A companion website with PowerPoint slides, a lecturer's guide and self-assessment quizzes available at www.sagepub.co.uk/mccarthy Electronic inspection copies are available for instructors.

This book contains - List of activities: List of figures: About this book: Setting the scene: Reflection in action: Doing it with others: Reflecting on stages: Reflecting on process: Reflecting systemically: Contracting and boundaries: Psychological underpinnings: Cross cultural considerations: What now?: Glossary: Bibliography: Index.

Over the last 15 years, Coaching and Mentoring has become the go-to guide for anyone looking to develop their coaching and mentoring skills at individual, team or organizational level. Clear and accessible, it uses practical tools and best practice to demonstrate how to relate theoretical models to specific situations to gain real benefits. It provides strategies that can be applied to any situation, including life coaching, business coaching and community mentoring. Now in its 3rd edition, Coaching and Mentoring has been fully updated to cover the latest thinking and developments in this area including extended coverage of coaching supervision. There is also now a brand new section on practical applications of coaching and mentoring for organizations which includes advice on how to align coaching and mentoring strategies to overall business goals and how to provide evidence for its transformational impact on employee performance. Full of practical advice, case studies and examples, this comprehensive guide will be of value to everyone involved in any aspect of coaching and mentoring.

A state-of-the-art reference, drawing on key contemporary research to provide an in-depth, international, and competencies-based approach to the psychology of coaching and mentoring. Puts cutting-edge evidence at the fingertips of organizational psychology practitioners who need it most, but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover theoretical models, efficacy, ethics, training, the influence of emerging fields such as neuroscience and mindfulness, virtual coaching and mentoring and more Contributors include Anthony Grant, David Clutterbuck, Susan David, Robert Garvey, Stephen Palmer, Reinhard Stelter, Robert Lee, David Lane, Tatiana Bachkirova and Carol Kauffman With a Foreword by Sir John Whitmore

Supervision in the Helping Professions 5e

Facilitating Reflective Learning Through Mentoring & Coaching

Theory and Practice

How to Help Individuals and Organizations Flourish

Executive Coaching

Coaching, Mentoring, and Managing

"Creating a Coaching Culture provides a rich source of knowledge, guidance and experience for anybody involved in the important business of helping drive coaching in organisations. It builds on the Hawkins and Smith seven-step model that we have used to guide our thinking and actions at Ernst & Young. After reading the book I take away a host of ideas and best practice that I will use in the business." Ian Paterson, Ernst & Young LLP and MD, EMCC UK "Peter Hawkins draws on 30 years of international organizational change consultancy in Creating a Coaching Culture. He offers seven steps, numerous case studies, and his real world experience. Reading this book, it is easy to pinpoint how far along one's organization has moved towards developing a sustainable coaching culture and what the next steps are. Like Peter's other books, Creating a Coaching Culture sits on my desk, not my bookshelf, because of its usefulness, depth of thought, and Peter's expertise." Catherine Carr, doctoral candidate in Leadership Development and Executive Coaching, Carr & Associates leadership coaching "The book clearly outlines why the creation of a coaching culture is critical to the success of any organisation. More importantly it describes the practical steps required to achieve this success and how you can measure progress and benefits along the journey." Richard King, Serial NED and Coach, former Deputy Managing Partner for Ernst and Young "In recent years, the concepts of leadership culture and coaching culture have become increasingly intertwined, to the extent that achieving a coaching culture is a common aspiration for organizations of all sizes ... Peter Hawkins brings the topic up to date, using multiple case studies and an analytical approach that clarifies the challenges and how to address them." David Clutterbuck, Visiting Professor, Oxford Brookes & Sheffield Hallam Universities, UK "In this book Peter Hawkins brings together his extensive experience as a business leader, coach, consultant and leadership developer to provide a comprehensive handbook on how to help people, teams and organisational stakeholders learn through the practice of coaching. It will be of benefit not only to those engaged in the people development professions, but also managers and leaders who are looking to enhance the value and potential contribution of their people." Hilary Lines PhD, Executive and Team Coach, UK "This is an eloquently written text that is recommended reading for coaches and mentors working in large organizations, for human resource managers and corporate management teams." EMCC's International Journal How do we create a coaching culture? What will be the benefits for all parties? How can we link it to the performance of our business? How do we calculate the return on investment? How do we make it sustainable? Organizations are investing large sums of money in employing external and internal coaching and are increasingly under pressure to show a demonstrable return on this investment. In this much-needed book, Hawkins gives a well researched and practical answer to the whole question of how you create a 'coaching culture' and provides a step-by step guide to implementing this change. The book includes advice for both coaches and HR professionals on: Establishing the right integrated mix of coaching by line managers, internal specialized coaches and external coaches Combining individual and team coaching and connect both to the organizational change agenda Harvesting the organizational learning from the thousands of coaching conversations A coaching style becoming a way of relating internally and externally to all the organization's stakeholders Case studies show how a wide range of international organizations have developed successful coaching strategies to increase the effectiveness of their businesses. This book will provide you with valuable insights whether you are a coach, an organization consultant, an HR professional or a Chief Executive.

A description of the principles of coaching and mentoring, seeking to enable the reader to assess and develop their ability to improve the performance of others. It addresses: the key skills and appropriate coaching styles: conducting effective feedback and progress reviews: establishing your own competence through a series of simple self-assessments: putting learning theories into practice: drawing up individual learning contracts: using mentoring to encourage and support learning; and designing successful development programmes.

Coaching in Times of Crisis and Transformation takes an in-depth look at crisis and change in the world we live in today and discusses its impact on both individuals and organizations. Covering not just coaching in the current crisis but any time of crisis and change, it offers a complete, practical resource for managers and coaches to tackle the challenges effectively. This book can help turn a crisis, whether personal or systemic into an opportunity for transformation. Coaching in Times of Crisis and Transformation covers definitions of crisis from both the individual and organizational perspective, including insights on: adapting to change and finding opportunities in crisis, what neuroscience tells us about our reactions to change, transformative coaching, change models, supporting organizations in crisis and how coaching and mentoring can act as preventative measures against crises.

How to Create a Coaching Culture is a practical guide to developing an effective, efficient coaching culture in your organization. It demonstrates how to empower your workforce to achieve higher performance and greater business results. Specifically tailored to practitioner needs it offers an overview of coaching practice and aligns it clearly with organizational and HR strategy and objectives. Using a combination of practical tools, assessments, scenarios and case studies from best practice it will build your fundamental knowledge and equip you to take action by planning, pitching, and building a scheme. It also offers a complete framework for evaluating benefits and measuring return on investment. How to Create a Coaching Culture is part of the brand new HR Fundamentals series, offering practical advice to HR professionals starting out in their career, completing CPD training or studying for their professional qualifications with the CIPD.

Managing Coaching at Work

Workplace Intelligence
 Debates, Dialogues and Discourses
 A Passion for Learning
 Delivering Value Beyond the Individual
 Nourishing a Culture of Leadership

“A practical and empowering guide. The integration of old and new material from therapeutic, systemic, and organisational thinking provides a distinctive and deep foundation for an exceptionally broad account of the key tasks and major methods of supervision.” –Derek Leslie Milne, Fellow of The British Psychological Society, UK **“An excellent book that provides timely and important information – highly recommended for supervisors across all helping professions.”** –Tony Rousmaniere, Clinical Faculty, University of Washington, USA **“No bookshelf on supervision or coaching is complete without this core book, which is insightful, challenging and bang up-to-date. With new, important material, a wise book just got wiser.”** –Eve Turner, Chair, Association of Professional Executive Coaching Supervision (APECS) This globally bestselling book provides a comprehensive guide to clinical supervision practice for helping professionals from various disciplines. As there has been a strong growth in research on supervision practice over the last 10 years, this new edition has been thoroughly updated to include insights from contemporary research and literature, providing supervisors with an accessible and well-informed grounding for their work. Highlights of this new edition include: •Deeper consideration of the challenges of working as helping professionals in current times •Updated guidance for supervisors and supervisees on best practice and making the most of supervision •An updated chapter on the Seven-eyed model •A revised chapter on running supervisor training programmes, including guidance for training supervisors in using the Seven-eyed model •A new chapter on development of supervision across professions, including invited contributions from practitioners from 11 different disciplines •A new chapter offering a comprehensive review of research on supervision, focusing on application to practice

Birgitt maintains that there is leadership capacity within everyone and that it is time for people to awaken their leadership potential. According to the author, personal and professional leadership development cannot be separated. This book offers the reader the opportunity to take a deep dive into the subject of personal and professional leadership development. Readers are challenged to claim leadership of their lives and their businesses and organizations for the greater well-being of all, including our children and grandchildren. Readers are offered the opportunity to read a segment, reflect, discuss, and determine what makes sense for them in their personal and professional leadership, as individuals and as teams.

"This book contains the latest research on evidence-based initiatives for organizational change and development. It contains a better understanding of 'what can work best' for bringing about effective and beneficial organizational change and development, and the value of using "best evidence" to inform, shape or critically evaluate organizational change and development"---

A comprehensive and research-based text detailing the important relationship between school administration and human resources administration. "The author provides [students] with specific strategies for navigating the treacherous waters of personnel selection, development, retention, and removal. I wish I had the book when I began my work as Director of Personnel." –Zach Kelehear University of South Carolina Human Resources Administration for Educational Leaders balances theory and pedagogy to demonstrate the historical evolution of the human resources function in education, the link between human resources and organizational effectiveness, and the new trends in human resources accountability. Key Features and Benefits: Provides students with samples of the tools that practicing HR administrators use for planning, recruiting, interviewing, selecting, evaluating, compensating, and developing staff personnel Dedicates separate chapters to areas often neglected in other texts: collective bargaining, human resources responsibility for classified personnel, accountability, and organizational climate and the human resources function Features engaging simulations in the form of case studies and critical questions to help students apply the concepts to practice Accompanied by High-Quality Ancillaries Instructors' Resources on CD-ROM includes a test bank, sample syllabi, PowerPoint slide presentations, and more. Contact SAGE to request your copy. Meet the author! <http://coe.asu.edu/elps/faculty/norton.php>

SAGE Publications
 Coaching Supervision
 The Wiley-Blackwell Handbook of the Psychology of Coaching and Mentoring
 Supervision as Transformation
 Transformational Executive Coaching
 The Manager as Coach and Mentor

With all the ups and downs of the economy and the various dramas in the business world in recent years, good leadership is more crucial than ever before. But the old methods don't seem to produce the desired results any longer. Author Deb Siverson knows this from firsthand experience. She worked for twenty years under the old productivity-based coaching model before she was introduced to a more relational approach. But rather than exchange one for the other, she realized that both models had something to offer. So she blended their effective aspects and created her own coaching model: the Cycle of Transformation. Now, leaders can learn how to become "leader coaches" who empower their employees to fully engage with the company, resulting in a mutually beneficial connection that improves job satisfaction—which leads to increased productivity and profits. Approaching their role relationally, leader coaches play an important role in transforming their employees' lives at work. And this is no small accomplishment. Often enlightening and always practical, The Cycle of Transformation informs readers how to develop trust, why it's important to spark insight before pushing for action, and so much more. Don't you think it's time you refresh your leadership approach?

This is the definitive introduction to coaching and mentoring, written by an experienced and multidisciplinary team. Taking you all the way through from the emerging theory to informed practice, the book covers: Skills, purposes and outcomes of coaching and mentoring processes · The many settings in which they take place – public, private and voluntary · Coaching and mentoring's evidence base and how it is assessed · The professionalization of coaching and mentoring and a move towards integration. Supported by a wide range of case studies, activities, further questions and topics for discussion, this book is a comprehensive but accessible introduction. The authors take a critical approach and go beyond the basics, to support your development as a critically reflective practitioner. It is essential reading for those studying coaching and mentoring, and professionals looking to integrate coaching and mentoring into their organizations.

This book will help you open a conversation in English and keep the conversation going. It provides a huge number of phrases to use with people you know and people you don't**Business Spotlight, September 2012**

All You Need to Become an Successful Coaching Supervisor This book provides you with the theory and practice on how to succeed in the rapidly growing fields of coaching, mentoring, and consultancy by thoroughly explaining the fundamental principles, formal standards, and skills necessary to become an effective supervisor.

***Building and Sustaining a Coaching Culture
 A Roadmap to Beginning Your New Life As a Management Consultant
 Unconscious Forces and How to Manage Them
 Coaching, Mentoring and Organizational Consultancy
 Practical Techniques for Developing Learning and Performance
 Practices & Perspectives***

Organizations are most effective when the teams responsible for their success work together collectively and in a dynamic relationship with the rest of the company. For those involved in developing leadership teams, understanding coaching practices and techniques is essential for enabling the best performance. Leadership Team Coaching provides a comprehensive roadmap for team coaching, explaining all the key elements alongside practical tools and techniques for developing international and virtual teams, executive and non-executive boards and project and account teams in all types of organizations. Featuring case studies and insights from organizations including Deloitte and General Electric (GE), it also contains guidance on choosing the best team coach, creating a team-based culture and common pitfalls to avoid. This fully updated fourth edition of Leadership Team Coaching contains new material on agile teaming, using digital team coaching apps and AI, and training team leaders to coach their own team. It remains an indispensable resource for coaches and senior leaders as well as for those studying coaching as part of a degree or coaching qualification. The first UK book to address coaching psychology as a discipline, The Psychology of Coaching, Mentoring and Learning provides a thorough understanding of the rationale, theory and practice of coaching and mentoring from a psychological perspective. Ho Law, Sara Ireland and Zulfi Hussain unify the psychology underpinning this diverse and expanding field, then demonstrate how both individuals and organisations can easily apply the principles and techniques of coaching and mentoring. A wide range of tools and exercises are provided to implement the techniques described.

Robust theory on mentoring and coaching is backed by practical support: training workshop templates, learning partner handouts, and a questionnaire for selecting prospective mentors.

"Supervision in the Helping Professions remains a core text in our trainings and we welcome the updates, including the increased focus on ethics and diversity, the discussion of e-enabled modes of supervision and the review of research. What is so encouraging to students, trainers and practitioners is the 'beginner's mind' with which the authors continue to approach the subject, their tireless enthusiasm for enquiry, and their commitment to the learning edge. The launch of this edition coincides with the launch of the first UKCP Professional Register for Supervisors. The authors have done much to promote the development of supervision, and all future professional trainings in supervision will rely on their wisdom and experience. Key words for this edition are sustainability, resourcing and deeper levels of self reflection - mirroring the movement of our profession which increasingly turns outwards, asking how we can effect societal as well as individual change." Tree Staunton, Director of Studies, Bath Centre for Psychotherapy and Counselling, and Chair of the Humanistic and Integrative College of UKCP "This book remains a seminal text in supervision. In the fourth edition the authors bring a contemporary perspective to bear on supervision with an emphasis on the wider contextual and cultural contexts of our work as supervisors. I appreciate above all the 'fearless compassion' with which the authors have addressed the challenges that face us as supervisors in a global culture, and at the same time their ongoing stress on integrating the 'emotional and the rational, the personal and the organizational' in a very accessible model of supervision." Professor Maria Gilbert, Metanoia Institute, West London This bestselling book provides a comprehensive guide to supervision for professionals across the social care and helping professions, as well as those working in education, coaching and human resources. Thoroughly updated, the book has a new introduction showing how the world context in which helping professions operate has fundamentally changed in the last 25 years and the implications of this for supervision. The seven-eyed supervision model at the core of the book has been expanded and developed to reflect its use in many professions and different parts of the world. The authors also incorporate viewpoints from other academics and practitioners who have commented on the model. New to this edition:A new chapter on ethics and handling difficult situations in supervisionA new chapter and new models of reflective practiceNew material on training supervisors, including the important area of supervisionRevised chapters on group and team supervision, with new material on supervising team development and team coachingMore case studies of supervision in a wide range of different professionsFurther practical advice for supervisees on how to recognize, contribute to and ask for good supervision With contributions from Judy Ryde and Joan Wilmot.

A Critical Introduction to Coaching and Mentoring
 Human Resources Administration for Educational Leaders
 Theory And Practice
 Systemic Coaching
 Exploring the Professional Identity of Management Consultants
 Developing, Evaluating and Sustaining Coaching in Organizations

This comprehensive guide to coaching explores a full variety of coaching theories, approaches and settings, and offers strategies for the reader to identify and develop a personal style of coaching. The book is divided into three parts: - Part One explores the theoretical traditions that underpin the foundation for coaching such as cognitive-behavioural, Gestalt and existential. - Part Two covers applied contexts, formats or types of coaching such as life, executive, peer, team and career coaching. - Part Three focuses on professional issues that impact the coach such as ethics, supervision, continuing professional development, standards and mental-health issues. Written by leading international authors, each chapter makes explicit links between theory and practice and generic questions will facilitate further reflection on the topic. There are also suggestions for reading, and short case studies. This is the first book to explore the differences between the theoretical perspectives of coaching and the links between these perspectives in relation to contexts, genres and media of coaching.

The volume is based on the presentations and discussions from the Fifth European Conference on Management Consulting sponsored by the Management Consulting Division of the Academy of Management, which took place June, 2011 at Vrije Universiteit in Amsterdam, the Netherlands. The conference theme - Exploring the Professional Identity of Management Consultants - attempted to capture the highly ambiguous social status of this young and emerging profession. Management consulting does not have professional standards or accreditation criteria like those found in medicine or law, there are low barriers to entry, and a broad range of tasks are undertaken in the name of consulting. As a result, a crucial aspect of what constitutes such a loosely defined profession is the identity of its members. The professional identity of management consultants is continuously developing through the interplay of how consultants are seen and valued by clients as well as in the larger society, and how consultancy firms and consultants identify and position themselves. This theme includes a variety of topics, ranging from the interaction between consultants and their clients, consultant rhetoric and self-presentation, and the plethora of books, media and public discourse on consulting, to human resource policies and practices, knowledge development activities of consultancy firms, career and life stories of consultants and consultancies, and consulting associations, accreditation bodies, and education programs. All of these factors contribute, either directly or indirectly, to identity construction in the field of management consulting.

Praise for the first edition: “As interest in coaching grows, I think Flaherty’s book will come to stand out as a definitive work.” - Peter M. Senge Coaching: Evoking Excellence in Others proposes rigorous methods of practice and self-observation in a relationship of mutual trust, respect and freedom of expression. It will probe you to rethink and possibly undo how you relate to your clients, your partner, your staff, your friends, and how you produce long-term excellent performance in yourself. This 2nd edition includes new chapters on working with the body and what to do when we find ourselves stuck in our coaching efforts. These chapters, have been included to expand the coaches repertory and readiness to step into wider areas of engagement with clients. As with the previous edition these chapters have annotated bibliographies at their conclusion that will assist the reader in continuing their study. The appendix also has expanded list of self-observation exercises and practices as well as additional material that can be used in assessment. This book will act as a learning guide for new coaches and master coaches who want to challenge their methods of partnering with clients. It is also applicable to managers intending to include coaching in their developmental roles with team members. The author has led workshops in coaching, communication, leadership, and project management for more than 12,000 people. These have included participants from many Fortune 500 companies such as AT&T, FMC, Chrysler, Ernst & Young, Cargill, Levi Strauss and Coopers & Lybrand.

Supervision provides a positive space for compassion, inquiry, reflection, and above all development. This title includes chapters that take a practical approach to supervision and show how transformative it can be when approached in the right way.

Supervision In Action: A Relational Approach To Coaching And Consulting Supervision

A Practical Guide for Supervisees
 Creating A Coaching Culture
 Coaching and Mentoring

Developing a Coaching Strategy for Your Organization
 EBOOK: Coaching and Mentoring Supervision: Theory and Practice

"Jennifer Britton has penned another winner! With From One to Many, Jennifer not only gives us a bird 's-eye-view perspective, but she also delves into the details we need to be successful as group and team coaches. I'm eager to incorporate this new material—not only into my course curriculum—but also into my own group coaching programs." —Jory H. Fisher, JD, www.JoryFisher.com
 “ This remarkable resource gives coaches the necessary tools to expand their effectiveness and offer a group experience of connection and collaboration, providing an exceptional experience for many. ” —Sandy Miller, MA, CPCC, ACC, www.revolutionizingdivorce.com "From One to Many is a must-read for coaches, whether experienced or new to group and team coaching. Jennifer combines extensive research, personal and peer experiences, practical applications, and a comprehensive set of tools and resources to deliver another excellent book for professional coaches." —Janice LaVore-Fletcher, MMC, BCC, President, Christian Coach Institute Practical tips, tools, and insight on successful team and group coaching engagements As professional development budgets at many organizations remain flat or even shrink due to financial pressures, coaches and human resources leaders are looking for new ways to do more with less funding. Team coaching—which may span intact teams, project teams and virtual teams—and group coaching—spanning both organizational and public contexts—offer a solution to this developmental puzzle. Unfortunately, there are few practical resources available that address the best practices for team and group coaching. From One to Many fills that gap for coaches, leaders, and human resources professionals. The book explains how to integrate the practice into an organization and how to maximize it to full effect. One of the only books on the market that explores in-depth the related topics of team and group coaching Written by the founder of a performance improvement consultancy who is also a popular speaker on the subject Features new content specifically for practitioners in coaching, human resources, performance improvement and related fields

Based on direct experience and a realistic understanding of the scope of influence that many coaching champions have within their organizations, Managing Coaching at Work provides practical guidance on all aspects of making workplace coaching work. It serves as an essential reference for any manager or HR professional looking to bring coaching into their organization and for those seeking to move forward, re-energize or maximize the true potential of their true coaching investment. This comprehensive guide covers all of the key issues many organizations face, including: -Embedding coaching on a shoestring and surviving during times when budgets are under pressure -Developing, sourcing and maximizing the use of coaching to meet your organization's business needs -Creating a compelling business case for sustaining coaching -Making coaching a part of managers' everyday skill-sets -Evaluating the results and benefits of coaching Find out more on the book's website, www.managingcoachingatwork.com

How to Create a Coaching Culture
 The Consultancy Navigator
 Coaching
 Coaching, Mentoring And Organizational Consultancy: Supervision, Skills And Development

