

Executive Coaching With Backbone And Heart A Systems Approach To Engaging Leaders With Their Challenges Jossey Bass Business Management

This book reviews the full coaching outcome research literature to examine the arguments and evidence behind the use of executive coaching. Erik de Haan presents the definitive guide to what works in coaching and what changes coaching brings about, both for individual coaches and for organisations and commissioners. Accessibly written and based on contemporary quantitative research into coaching effectiveness, this book considers whether we know that coaching works, and, if so, whom it works for, and what it offers to those involved. What Works in Executive Coaching considers the entire body of academic literature on quantitative research in executive and workplace coaching, assessing the significant results and explaining how to apply them. Each chapter contains direct applications to coaching practice and clearly evaluates the evidence, defining what really works in executive coaching. Alongside its companion volume Critical Moments in Executive Coaching, this book is an essential guide to evidence-based effectiveness in coaching. It will be a key text for all coaching practitioners, including those in training.

“Truly the ultimate guide for a coach! This book is a must-read for all coaches - whether they are starting out or are well-entrenched. With all my years in coaching, I still discovered new insights!” Michael Beale, NLP Coach and Trainer. Coaching can be transformational or simply transactional. If you truly want to transform lives, then this book is a must-read. Coaching is far more than a job - it is a mission. Transformational coaches focus on their self-development as much as they do on the development of their clients. All coaches need to be aware of the different coaching frameworks, paradigms, and tools used by master-coaches world over. In five straightforward sections, this book guides you through the steps you need to achieve optimal success as a coach:

- Section I: The ABCs of Coaching**
- Section II: Coaching Frameworks, Models and Tools**
- Section III: Case Studies**
- Section IV: The Business of Coaching**
- Section V: Resources**

It is an extensively researched overview of the latest developments in neuroscience, emotional intelligence and positive psychology, among many coaching frameworks. If you are new to coaching, you will find out how to start your coaching business. If you are a seasoned professional, you will learn how to strengthen your practice. This book also offers coaching insights in the post-pandemic era.

PRAISE FOR COACHING FOR LEADERSHIP "What a resource! In Coaching for Leadership, the world's best coaches come together to present an advanced tutorial on the art of coaching. Anyone interested in becoming an

executive coach, either as an individual practice or within his or her organization, must immediately buy and read this essential hands-on guide" —Sally Helgesen, author The Female Vision and The Web of Inclusion "This exceptional book is a must read for individuals at all levels of organization. Coaches, HR managers, and executives hoping to become coaches will benefit greatly from the concepts, practices, and techniques brought to light in Coaching for Leadership." —Vijay Govindarajan, professor at Tuck School of Business at Dartmouth; best-selling author of The Other Side of Innovation: Solving the Execution Challenge "This book is very important and valuable for executives who are reaching retirement and moving into another important area of contribution: coaching others to become effective executives. It is no less significant for corporate HR executives who are increasingly called upon to manage coaching interventions on behalf of their companies' leaders." —D. Quinn Mills, professor, Harvard Business School "Coaching for Leadership explores powerful new ways to motivate your entire organization. Individuals at every level of the company will benefit from the concepts in this book." —Ken Blanchard, author, Leading at a Higher Level and The One-Minute Manager

Manfred Kets de Vries, Professor of Leadership Development, INSEAD: "The author takes us on an exciting journey to explain what coaching is all about, providing us with a roadmap that is second to none. Anyone interested in better understanding what coaching is all about, would do well to have a serious look at this book."

David Megginson, Professor of Human Resources Development, Sheffield Hallam University: "From a vivid personal story just before the first chapter to the fascinating mass of data in the appendices, this book is a captivating read about the concrete particulars of coaching and the theoretical perspectives we can use to make sense of them. Erik de Haan makes a case for relational coaching and prescribes clearly what his research and the tradition within which it is embedded can tell practitioners in the field." Bruce E. Wampold, Professor of Counseling Psychology, University of Wisconsin: "I am thrilled that there is a coaching book that emphasizes the coachee and the relationship. In Relational Coaching, Erik de Haan places the emerging profession on a strong foundation that emphasizes the interpersonal aspects of the endeavour." Relational Coaching is a radically different way of looking at coaching that puts the relationship, from the perspective of the coachee, at the centre. Exploring both age-old tradition and reliable studies in recent decades, Relational Coaching gives the modern executive coach ten commandments to help improve his or her practice. The book demonstrates how each of these commandments is underpinned by sound quantitative research. The book begins by giving a complete overview of the profession and the latest developments in coaching. The second part of the book presents new quantitative and qualitative research into effects and experiences of coaching. Part three contains an introduction to the activities that make a good coach and the mechanisms used to verify coaches' understanding of their profession. Other topics covered include training, accreditation, supervision and recommended

literature.

End the Status Quo, Start an Innovation Revolution

The Neuroscience of Leadership Coaching

Challenging Coaching

Complexity Practices for Clarity, Resilience, and Results That Matter

Professional Coaching Competencies

That's a Great Question

A Practical Guide to Growing Your Own Skills

Why the Tools and Techniques of Leadership Coaching Work

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.

This book provides instruction on the requirements for the Institute of Leadership and Management coaching & mentoring qualifications levels 5-7. As a leader, senior manager or executive, you are often required to act as a coach or mentor for your staff. This book will enable you to set up coaching programmes that can make

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a significant difference to staff retention and motivation. It will give you the knowledge and skills you need to encourage your staff to grow so that you can get on with your own essential leadership role. In this book you'll discover how to: - become an effective leader and coach *distinguish between coaching and mentoring - establish the right coaching climate *develop effective communication skills - set up the first coaching session *present a business case for coaching ...and much more. You'll also find out the various coaching models available and equip yourself with useful tools and exercises that you can employ in your coaching sessions. Contents: List of figures and tables; Acknowledgements; Introduction; 1. What is Coaching?; 2. Become an effective leader and coach; 3. Internal and external coaching; 4. The differences between coaching and mentoring; 5. Establishing the right climate; 6. Coaching Models; 7. Coaching tools and exercises; 8. Effective communication skills; 9. Analysing communications to indentify meaning; 10. Respecting others' worldviews and motivating your coachees; 11. Overcoming barriers to coaching and mentoring; 12. Understanding the role of power and authority; 13. Setting up the first session; 14. Presenting a business case for coaching; 15. Coaching supervision and super-vision; 16. Co-Coaching and team coaching; 17. Organisational approaches to coaching; Appendix 1: Sample forms and competences; Appendix 2: Controlling costs; Appendix 3: Case studies and evidence to support the value of coaching; Useful resources; Index

Are you a Sensitive Striver? Learn how to get out of your own way and rediscover your sensitivity as a superpower. ___ Highly sensitive and high performing? ___ Need time to think through decisions before you act? ___ Judge yourself harshly when you make mistakes? ___ Take feedback and criticism personally? ___ Find it difficult to set boundaries? It's time to Trust Yourself. Being highly attuned to your emotions, your environment, and the behavior of others can be the keys to success, but they can also lead to overthinking everything and burnout. Human behavior expert and executive coach Melody Wilding, LMSW has spent the past ten years working with Sensitive Strivers like you. In this groundbreaking book, she draws on decades of research and client work to examine the intersection of sensitivity and achievement in the workplace and offer neuroscience-based strategies you can use to reclaim control of your life and reach your full potential. Trust Yourself offers concrete steps to help you break free from stress, perfectionism, and self-doubt so you can find the confidence to work and lead effectively. You will learn how to:

- Achieve confidence and overcome imposter syndrome.
- Find your voice to speak and act with assertiveness.
- Build resilience and bounce back from setbacks.
- Enjoy your success without sacrificing your well-being.

If you're an

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empathetic, driven person trying to navigate your career and learn how to believe in yourself in the process, Trust Yourself offers the mindset and tools to set you on the path to personal and professional fulfillment.

The perfect book for:

- Those who identify as highly sensitive
- Anyone who overthinks or struggles with work stress and burnout
- Corporate professionals of all levels
- Managers, leaders, and executives
- Life, career, and leadership coaches

When Co-Active Coaching was first released in 1998, this pioneering work set the stage for what has become a cultural and business phenomenon and helped launch the profession of coaching. Published in more than ten languages now, this book has been used as the definitive resource in dozens of corporate, professional development and university-based coaching programs as well as by thousands of individuals looking to elevate their communication, relationship and coaching skills. This fully revised third edition of Co-Active Coaching has been updated to reflect the expanded vision of the newly up.

The Process of Highly Effective Coaching

The California School of Organizational Studies Handbook of Organizational Consulting Psychology

Executive Coaching

An Evidence-Based Framework

Provocative Questions. Practical Results

Practices & Perspectives

Going Beyond Traditional Coaching to Face the FACTS

Using Stories and Metaphors with Individuals and Small Groups

A guide for leaders who want to follow their calling—without missing their kids' soccer games: "Will inspire you to live an integrated, joy-filled life."—Marshall Goldsmith, New York Times—bestselling author of What Got You Here Won't Get You There Leaders can see the knowledge, curiosity, and imagination that goes into successfully coaching executives. They can navigate the executive boardroom and coach with confidence. But how does a leader inspire joy while also being fully present in their children's lives? How does a leader—and a mom—build confidence in her clients and family? In Passion Purpose Profit, Donna Karaba gives leaders the keys to transforming lives and helping others fulfill their potential by modeling an integrated life. She uses her time-tested business blueprint, The Authentic Leadership Business Model™, to teach the principles that allow leaders to grow relationships in the workplace and in the home. Leaders discover how to coach executives to self-actualization, manage client relationships, and create real value, among other things. Passion Purpose Profit is the roadmap

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for anyone who wants to bring in a high net income without sacrificing their family.

This book focuses on coaching leaders in the context of the organizational systems within which they lead, drawing on the curriculum of the Georgetown University Leadership Coaching Certificate Program, one of the premier coach training programs in the world and the only one with this particular focus. The unrelenting pace of business in modern organizations places constant pressure on employees, challenging the physical and emotional resources of both staff and supervisors. Consultants have become familiar with the survivalist mentality among workers, each struggling to improve production, solve intractable conflict, and chart realistic growth. This book was written to help organizational consultants understand the chaotic processes and psychodynamic problems that influence executive behavior and performance. In engaging prose highlighted by substantial case illustrations, the author examines organizational conflict and shows how methods and techniques developed in clinical settings can be applied to coach executives and management teams. The book is an important read for consultants who wish to help executives develop human wisdom and to gain insight into the chaotic, "shadow" side of individual and organizational life. (PsycINFO Database Record (c) 2004 APA, all rights reserved). The Process of Highly Effective Coaching offers a unique blend of theory and practical methods for conducting effective coaching conversations. It provides an umbrella under which all of the major conceptual models for helping people change can not only coexist but work together. In addition to using this integrative approach, The Process of Highly Effective Coaching presents a framework for conducting coaching conversations and for relating the coaching process to the coaching competencies defined by the International Coach Federation, the largest coach-credentialing organization in the world.

How to Motivate and Get the Best from Your Staff

The Key to Exponential Growth

The Coaching Solution

Tales for Coaching

On Becoming a Leadership Coach

Becoming an Exceptional Executive Coach

What Works in Executive Coaching

A Somatic Primer for Coaches, Managers and Executives

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

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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

The first reference to bring scientifically proven approaches to the practice of personal and executive coaching *The Evidence Based Coaching Handbook* applies recent behavioral science research to executive and personal coaching, bringing multiple disciplines to bear on why and how coaching works. A groundbreaking resource for this burgeoning profession, this text presents several different coaching approaches along with the empirical and theoretical knowledge base supporting each. Recognizing the special character of coaching—that the coaching process is non-medical, collaborative, and highly contextual—the authors lay out an evidence-based coaching model that allows practitioners to integrate their own expertise and the needs of their individual clients with the best current knowledge. This gives coaches the ability to better understand and optimize their own coaching interventions, while not having to conform to a single, rigidly defined practice standard. *The Evidence Based Coaching Handbook* looks at various approaches and applies each to the same two case studies, demonstrating through this practical comparison the methods, assumptions, and concepts at work in the different approaches. The coverage includes: An overview: a contextual model of coaching approaches Systems and complexity theory The behavioral perspective The humanistic perspective Cognitive coaching Adult development theory An integrative, goal-focused approach Psychoanalytically informed coaching Positive psychology An adult learning approach An adventure-based framework Culture and coaching Harness the power of Martin Rooney's acclaimed "Culture Coach" philosophy to build the culture of your dreams Building a great team culture doesn't happen overnight. Culture is hard to create, and even harder to change. Great culture is a key component for success at home, on the sports field, and at the workplace. In a time when people seem to be more

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divided than ever, leaders who can build strong and lasting cultures are essential. No one knows this better than internationally-renowned coach, in-demand speaker, and bestselling author Martin Rooney—dedicating his life to coach elite athletes, Fortune 500 executives, military leaders, and every kind of team imaginable to their highest level of performance. In *High Ten: An Inspiring Story About Building Great Team Culture*, Martin draws from his extensive experience developing top-level teams around the world to help leaders of all kinds foster and sustain winning cultures. This engaging, easy-to-read parable shows you that every business, sports team, and family has a culture. Whether you deliberately created it or not, it's always there and it didn't come with a manual. That's where *High Ten* comes in. This must-have book is your personal leadership manual. Stop spending your day unhappy or complaining about a dream that hasn't come true. *High Ten* will help you: Create an environment where your people work towards common goals with friends they trust—have fun doing it Develop clarity about the culture you want and put the processes in place to make it happen Ensure your culture reflects core values and aligns with your organization's mission and vision Transform your culture into the "immune system" for your team or business Learn about the "3 Cornerstones of Culture" and eliminate the "5 Culture Killers" *High Ten: An Inspiring Story About Building Great Team Culture* is an invaluable resource for all coaches and leaders striving to achieve the highest level of culture—one where everyone feels like a valuable part of the team and consistently produces exceptional results.

Clear, concise, hands-on, and reader friendly, this is a coaching guide written in a coaching style.

Evidence Based Coaching Handbook

On Purpose With Purpose

Thoughtfully Ruthless

Coaching for Performance

Listening to Bodies

Innovating Experiences @Work

Executive Coaching for Results

Who Do You Need to Meet?

Praise for *The Completely Revised HANDBOOK OF COACHING* "Pam McLean has written a jewel of a book. Its straightforward, easy-to-read style lays out an elegantly simple, effective, and agile coaching methodology. This will become a well-used (dog-eared, in the days before e-books) guidebook for both the new and the seasoned coach." —MARY BETH O'NEILL, author, *Executive Coaching with Backbone and Heart* "A welcome and comprehensive update of the original Handbook, this theoretically grounded, yet highly practical book presents important integrative coaching models that deal with complex coaching issues in an easy-

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to-read way. This book will be of use to novices and experienced coaches alike. □ ANTHONY M. GRANT Ph.D., coauthor, Evidence Based Coaching Handbook; faculty, University of Sydney □ I love this book. Pam McLean offers the most comprehensive and clear explanation of use of self □ why it is important and where we need to focus our attention □ that I have ever read. In addition, she describes the robust Hudson coaching methodology clearly with lots of examples and always links theory to practice. □ RICK MAURER, author, Beyond the Wall of Resistance; faculty, Gestalt Institute of Cleveland □ The new Handbook of Coaching is intellectually satisfying and pragmatically rich, a tour-de-force grounded in a thorough exploration of adult development and coaching models. This major rework of Hudson's classic offers practitioners extensive guidance on coach methodology, the system dynamics of change, and the crucial use of self. Leadership coaches at any level will find this an invaluable resource. □ DOUG SILSBEE, author, Presence-Based Coaching □ With an emphasis on thoroughly understanding one's self as a coach and supporting one's clients to understand themselves, as well as their contexts, Pam's book is very resourceful both practically and conceptually. Her very current real-life examples are insightful and useful. □ EDIE SEASHORE, M.A., author, Triple Impact Coaching

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.

In the ever-changing world of business, we've arrived at a point where process has trumped culture, where the race toward efficiency has left us unable to reach our potential. Stuck in the land of status quo, we've forgotten how to think. The very structures put in place to help businesses grow are now holding us back;; it's time to Kill the Company. This book is a call to arms: to start a revolution in how we think and work. But instead of more one-size-fits-all change initiatives forced upon employees, we need to embrace small changes that create ripple effects throughout the organization. Lisa Bodell urges companies to move from "Zombies, Inc." to "Think,

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Inc." Thinking can no longer be exclusive to the creative team or lead strategists. A culture of curiosity must be fostered among the ranks to shake up our standard practices, from unproductive meetings to go-nowhere strategic planning. This revolution can and will awaken our ability to think, and ultimately, to innovate and grow.

A guide to professional coaching in business environments offers insight into how to develop a personal coaching model, providing coverage of topics ranging from goal setting and data gathering to obtaining feedback and development planning.

A Systems Approach to Engaging Leaders with Their Challenges

The Ultimate Coaching Guide

High Ten

The Completely Revised Handbook of Coaching

Putting Best Practices to Work for Your Clients

Culture Your Culture

Changing Business, Transforming Lives

Journeys Towards Mastering One-To-One Learning

Provocative questions matter because they: Bring clarity to purpose, decisions and tasks Foster innovation Enhance problem-solving abilities Strengthen trust Improve listening skills Build confidence and grow careers Improve individual and organizational performance High-performing leaders create an environment where questions -- especially tough questions -- are welcomed, asked and answered before decisions are made and after results are produced. In this book you'll find more than 500 of the most provocative questions I've asked very successful people to help them get more of what they want out of their business ... and their life. Practical results. About the Author Greg Bustin helps leaders increase their effectiveness. He led the Dallas office of an international consulting firm to unprecedented levels of success before founding his own management consultancy. Today, he's a sought-after speaker on leadership, strategy and accountability, and he's delivered nearly 200 workshops throughout the U.S., Canada, and Europe and led more than 150 strategic planning sessions for companies of all sizes in dozens of industries. He leads three think tanks for successful executives committed to improving their performance and has conducted more than 1,600 executive coaching sessions. He is the author of "Lead the Way" and "Take Charge!" Presence-Based Coaching offers coaches a hands-on resource for developing the capacities and skills needed to be reliably present in all situations, and shows how to let go of habitual—and often ineffective—ways of responding. As author and leadership expert Doug Silsbee explains, once a coach has mastered the inner moves of directing their own attention, they can work to develop the same capability in their clients. The ability of a coach to facilitate lasting, sustainable development in leaders rests on the presence a coach offers to the coach-client relationship.

In these turbulent and uncertain times, On Purpose With Purpose is the step-by-step guide leaders need to unlock their true potential and

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adapt for the future, so that they can lead themselves and their team to incredible breakthroughs of their own. On Purpose With Purpose is not the typical leadership book. With exciting combat and training stories from his F-14 to heart-wrenching examples from his near-fatal accident and recovery, John Ramstead equips readers with invaluable life tools that don't feel like lessons. Most books in this genre focus on the "what" and the "how" of leadership; but John's experiences as a Fortune 500 manager, serial entrepreneur, and executive coach taught him that the critical missing component in achieving everything leaders dream of is WHO they are at their core...then the rest will fall into place.

Coaching: Evoking Excellence in Others is an insightful, thought-provoking guide that dissects the art and science of coaching. Beginning with theories, concepts and models, the book moves on to consider rigorous methods of practice and self-observation in a relationship of mutual trust, respect and freedom of expression. It will probe you to rethink how you relate to your clients and your staff, how you produce long-term excellent performance in yourself and how you can become more effective in helping others to achieve their goals This third edition includes a new chapter on communication and a new central case study that runs throughout the book to illustrate the impact of the themes and concepts discussed in the book. Coaching, 3rd edition is a rich learning resource guide for new and experienced coaches who want to challenge their methods of partnering with clients. It is also an inspiring guide for training managers and leaders, human resource development managers and general managers who want to develop their teams.

Coaching Skills for Leaders in the Workplace

Developing Managerial Wisdom in a World of Chaos

Presence-Based Leadership

Developing Leadership Talent

Why CEOs Fail

Cultivating Self-Generative Leaders Through Mind, Body, and Heart

Presence-Based Coaching

A comprehensive guide to effective coaching (Leadership, Executive, Life and Performance) for novice and seasoned coaches

Coaching delivers high performance in you, your team, and your organization. "Coaching for Performance is the proven resource for all coaches and pioneers of the future of coaching." - Magdalena N. Mook, CEO, International Coach Federation (ICF) "Shines a light on what it takes to create high performance." - John McFarlane, Chairman, Barclays, Chairman, TheCityUK Coaching for Performance is the definitive book for coaches, leaders, talent managers and professionals around the world. An international bestseller, featuring the influential GROW model, this book is the founding text of the coaching profession. It explains why enabling people to bring the

best out of themselves is the key to driving productivity, growth, and engagement. A meaningful coaching culture has the potential to transform the relationship between organizations and employees and to put both on the path to long-term success. Written by Sir John Whitmore, the pioneer of coaching, and Performance Consultants, the global market leaders in performance coaching, this extensively revised and extended edition will revolutionize the traditional approach to organizational culture. Brand-new practical exercises, corporate examples, coaching dialogues, and a glossary strengthen the learning process, whilst a critical new chapter demonstrates how to measure the benefits of coaching as a return on investment, ensuring this landmark new edition will remain at the forefront of professional coaching and leadership development.

Based on the author's firsthand experience during the merger of telecom giants MCI and Verizon, and the implosion of WorldCom, this book teaches how internal coaching programs, when executed properly, can retain and develop talent in the face of rapid change and many unknowns. Part autobiography, part how-to manual and workbook, The Coaching Solution provides corporate managers, executives and coaches with a highly personalized, step-by-step approach to building an effective coaching program. As a former talent management executive, Robertson shares her best practices and lessons learned. Her goal is to promote coaching inside organizations and to guide those interested in building high-performance employees, teams and organizations.

Presence-Based Leadership is founded on this liberating premise: leaders' most crucial and complex challenges, rather than being obstacles, are actually doorways for becoming precisely the leader that current conditions require. Here is a rich field guide to the territory of complexity, and how leaders can navigate it with leading-edge approaches that generate clarity, resilience, and results that actually matter. Silsbee's new book is his most expansive. A master of integration, he seamlessly weaves fields as disparate as complexity, leadership and adult development theory, mindfulness, and interpersonal neurobiology into a deeply human exploration of how leaders can bring the fullness of their humanity to the most intractable challenges they face. His immensely pragmatic approach grounds new perspectives with intimate real-world examples. He offers specific, field-tested experiments and practices that invite the reader into discovery and application. This is a radically new and integrated approach to leadership, through which leaders can tap the creativity and resourcefulness of their internal complexity in order to meet a complex world. Through cultivating an embodied leadership

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presence, readers will become more dynamic shapers of the context in which they lead, and a creative force for what matters in a fractured and dynamic world. Presence-Based Leadership is the third and final volume in Doug Silsbee's groundbreaking and influential trilogy on coaching and leadership.

If any of the following behaviors sound like you or someone you work with, beware! In Why CEOs Fail, David L. Dotlich and Peter C. Cairo describe the most common characteristics of derailed top executives and how you can avoid them: Arrogance—you think that you're right, and everyone else is wrong. Melodrama—you need to be the center of attention. Volatility—you're subject to mood swings. Excessive Caution—you're afraid to make decisions. Habitual Distrust—you focus on the negatives. Aloofness—you're disengaged and disconnected. Mischievousness—you believe that rules are made to be broken. Eccentricity—you try to be different just for the sake of it. Passive Resistance—what you say is not what you really believe. Perfectionism—you get the little things right and the big things wrong. Eagerness to Please—you try to win the popularity contest.

A Holistic Approach to Coaching Excellence

Trust Yourself

Kill the Company

9 Keys to Building an Authentic Executive Coaching Business

Understanding Outcomes Through Quantitative Research and Practice-Based Evidence

Relational Coaching

Coaching for Performance Fifth Edition

Co-Active Coaching

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Coaching is rapidly proving to be an invaluable aid to personal development and a successful way to enhance performance within organizations of all types. More and more people are also discovering how to use storytelling to bring about change and reinforce learning. Tales for Coaching combines these two approaches into a powerful and effective technique to assist personal change. Showing you how and when to use stories to maximum effect, whether you are coaching an individual or a group, the author demonstrates how your coaching can have greater impact with the effective use of storytelling. Complete with sample stories that can be

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read aloud in a variety of coaching situations, Tales for Coaching includes 50 tales that will immediately help coaches, trainers, managers and educators to reinforce key messages or stimulate fresh thinking.

Based on the popular Developing Leadership Talent program offered by the acclaimed Center for Creative Leadership, this important resource offers a nuts-and-bolts framework for putting in place a leadership development system that will attract and retain the best and brightest talent. Step by step, the authors explain how alignment with strategic goals and organizational purpose and effective developmental experiences are the backbone of a successful leadership program. An authoritative and useful book, Developing Leadership Talent is an essential tool for any leadership program.

Challenging Coaching is a real-world, timely and provocative book which provides a wake-up call to move beyond the limitations of traditional coaching. Based on the authors' extensive experience working at board and management levels, they suggest that for far too long coaching approaches have shied away from adopting a more challenging stance - a stance that can provoke greater performance and unlock deeper potential in business leaders and their teams. The authors detail their unique FACTS coaching model, which provides a practical and pragmatic approach focusing on Feedback, Accountability, Courageous goals, Tension and Systems thinking. The authors explore FACTS coaching in theory and in practice using case studies, example dialogues and practical exercises so that the reader will be able to successfully challenge others using respectful yet direct techniques. This is an original and thought-provoking book that dares the reader to go beyond traditional coaching and face the FACTS.

Use Your Knowledge, Experience, and Intuition to Help Leaders Excel

A Developmental Approach

An Inspiring Story About Building Great Team Culture

Executive Coaching with Backbone and Heart

Stop Overthinking and Channel Your Emotions for Success at Work

Passion, Purpose, Profit

Discovering How to Live Your Best Life

The 11 Behaviors That Can Derail Your Climb to the Top - And How to Manage Them

Unlock explosive growth potential with the true model of modern leadership Thoughtfully Ruthless lays out the secret to rapid business growth by showing you how to magically invent more time, catapult your energy, and boost the productivity of your resources. Author Val Wright has worked with leaders of

all stripes—from doctors to musicians to Fortune 50 C-suite executives—to help them unlock their potential and achieve the next level of success. Her experiences have shown time and time again that it's not the economy, or the market conditions, or the competition that's holding your business back. The secret to exponential growth lies within how leaders ruthlessly manage their time, energy, and resources in parallel. Everyone is on a virtual center stage with the whole world watching and reporting every move, leaders need to know how to be ruthless in a thoughtful way. This book shows you how to become that kind of leader, and how to adopt the habits, skills, and practices of some of the most successful business leaders of our time. You'll learn how to become sensibly selfish, how to spend your time and energy, and what issues to delegate or ignore so you can clear your slate to focus on what really matters to you. In a world where rapid growth is the new norm, we have input overload. Leadership is much-lauded but commonly under-practiced in business today. This book is designed to help you shape your leadership to drive business growth, get you promoted faster, and create a life that you love. Recover your time and energy away from black holes Focus on the factors that really impact your business Identify and build the all-star team you need tomorrow—today Create magnetic support and followership Learn the secret to pulling ahead of the competition With all the boardroom handwringing about products, the new consumer, and financial results, it's easy to get sucked into issues that ultimately have only a granular effect on real growth. Thoughtfully Ruthless leadership differentiates remarkable leaders and companies. This book provides a model for growth-oriented leadership, and lays out the essential practices you should start today. Discover a wealth of issues in the field of consulting psychologywith this landmark book. Explore key topics in assessment andevaluation, building teams, executive coaching, career counseling,interpersonal conflicts and relationships, benefit design,personality testing, and much more. Learn to delineate and betterunderstand the wide array of information you are faced with, andbecome more adept and knowledgeable in the field of consultingpsychology. This comprehensive volume has expert contributorsrecruited by the volume's editor--himself an eminent educator andpractitioner in the field. You will get: * Special issues in consulting to specific types of organizationsincluding industry, schools, government, non-profit, andinternational * Informative guidelines for professional practiceprocedures * Organized sections on individual, group and organizationalissues * And much more! Culture Your Culture is the comprehensive guide to Design of Work Experience, an innovative (and much

needed) framework for the design and implementation of culture, people strategies, organizational change, and designed experiences that enable both business and people thrive.

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

Writings on Leadership from the World's Greatest Coaches

The Complete Guide

**A Comprehensive Guide to Theory, Skills, and Techniques
Coaching**

Coaching for Leadership

The Definitive Guide to Developing Organizational Leaders

The Principles and Practice of Coaching and Leadership UPDATED 25TH ANNIVERSARY EDITION

Gender diversity and cross-cultural, cross-generational working in organisations has led to new challenges for leadership, which many companies are solving through executive coaching. This unique leadership coaching book is written by practitioners for practitioners and managers wanting to get the best from individuals in leadership roles. It brings together the authors' experience as psychologists, neuroscientists and senior level executive coaches to analyse the neuroscience behind behavioural change. The authors present the latest views on leadership, executive coaching and an introduction to the basic concepts of how the brain works to enable managers and coaches to work more confidently, and with greater focus. A series of coaching case histories are accompanied by neuroscience commentaries that offer full explanations of how to select a coaching intervention that will engage different parts of the brain. The cases are categorised by the technique used and the area of the brain the tool accesses, making it easier to understand what type of coaching tool would be useful for a specific situation, and also what type of technique might be used to engage a different part of the brain if the first approach is ineffective. This book provides practices to increase your sensitivity and awareness to support and expand your own development, as well as provide skills to deepen your work with clients and interactions with colleagues.