

EXECUTIVE COACHING SYSTEMS-PSYCHODYNAMIC PERSPECTIVE



EDITED BY HALINA BRUNNING

Executive Coaching Systems Psychodynamic Perspective

Jo Birch, Peter Welch



Executive Coaching Systems Psychodynamic Perspective:

Executive Coaching Halina Brunning, 2018-04-24 Executive Coaching focuses on the coaching applications of systemic psychodynamic theory in the context of organizational life that is both goal orientated and held in a managerial leadership context

Executive Coaching Halina Brunning, 2006 A collection of papers by well known contemporary writers that describe their own models of coaching and their thoughts on the theoretical roots that underpin their thinking and coaching practice

Executive Coaching: A Psychodynamic Approach Sandler, Catherine, 2011-10-01 This book aims to provide the reader with a clear and concise introduction to psychodynamic concepts and their application to executive coaching

Being a Systems Psychodynamic Scholar Frans Cilliers, 2019-12-17 This Festschrift has been compiled by Sanchen Henning in honour of the work of Professor Frans Cilliers On behalf of colleagues and friends in South Africa and abroad she illustrates their appreciation and respect for his role as scholar in Systems Psychodynamics He produced various pioneering research projects in Organisational Psychology as his field of study through the Systems Psychodynamic lens A specific feature and contribution of the book is the application of Systems Psychodynamics to organisational matters and leadership consulting as well as to the lived experiences of postgraduate students and academics The chapters include themes relevant on individual group and organisational levels and are intended to contribute to the body of knowledge in the field

Psychodynamic Coaching Claudia Nagel, 2019-06-27 In Psychodynamic Coaching Distinctive Features Claudia Nagel presents a comprehensive overview of the unique features of psychodynamic coaching As leaders and managers acknowledge the need to understand themselves and their context by looking underneath the surface to improve their decision making psychodynamic approaches offer unique insight Psychodynamic Coaching Distinctive Features covers not only the major theory but also the practice of coaching giving guidance from beginning to end of the client relationship Constructive holistic and accessible it demonstrates the impact and dynamics of the unconscious whilst illustrating the power of understanding human behaviour in the complexity of the modern world With a focus on emotions and relationships in supporting modern leaders adapting to organisational challenges this book will be an invaluable tool for coaches of all backgrounds academics and students of coaching and organisational behaviour and also clinicians It will also be a key resource for senior leaders for their own personal growth

An Introduction to Systems Psychodynamics David Lawlor, Mannie Sher, 2021-12-13 This book provides an introduction to systems psychodynamic theory and its application to organisational consultancy research and training outlining systems dynamics methods and their historical and theoretical developments Systems Psychodynamics is an emerging field of social science the boundaries of which are continually being refined and re defined The systems designation refers to open systems concepts that provide the framing perspective for understanding the structural aspects of organisational systems These include its design division of labour levels of authority and reporting relationships the nature of work tasks processes and activities its mission and primary task and the nature and patterning of the organisation s task and

sentient boundaries and the transactions across them This book presents a critical appraisal of the systems psychodynamics paradigm and its application to present day social and organisational difficulties showing how a holistic approach to organisational and social problems can offer a fresh perspective on difficult issues Bringing together the theory and practice of systems psychodynamics for the first time this book provides an examination of the systems psychodynamics paradigm in action This book gives an accessible and thorough guide to understanding and using systems psychodynamic ideas for analysts managers policy makers consultants and researchers in a wide range of professional and clinical settings

Psychodynamic Organisational Theory Jacob Alsted, Ditte Haslund, 2019-09-02 On the surface people go to work and come home again They sometimes manage people while most are managed themselves But beneath the function and structures of the work itself a whole range of emotions affects the success of the relationship between employee and manager and ultimately the organisation they both belong to Psychodynamic Organisational Theory Key Concepts and Cases provides a comprehensive but accessible introduction to this fascinating field of study Featuring case vignettes which bring the various concepts to life the book is divided into four parts Part I looks at how the individual relates to the organisation and the unconscious energies they bring while Part II examines group dynamics and how they affect productivity including a chapter on meetings Part III explores the realm of leadership and what roles a manager can play in managing their staff while Part IV introduces the idea of personality and describes how the manager's personality influences management dynamics as well as the wider organisational culture Central to the book as well as the idea that organisational phenomena are often unconscious is the understanding that relationships are always reciprocal Through complex psychological dynamics manager and employee influence and change each other during the process of managing and being managed This text will be essential reading for students and scholars of leadership HRM and organizational psychology as well as consultants and managers looking for practical insights into how human relationships affect the success of every organisation

A Jungian Approach to Coaching Laurence Barrett, 2022-09-29 Winner of the Henley Business School Coaching Book of the Year 2023 Award In an increasingly superficial and disconnected world Jungian psychology offers a more soulful alternative It provides a frame within which we can more easily notice and understand the voice of the unconscious and its implications allowing us to build deeper relationships and lead more meaningful lives In this book Laurence Barrett explores the fundamental principles and structures of Jung's model of the mind and considers ways in which these may be applied and extended to a modern coaching and consulting practice It offers a deep but accessible insight to Jungian theory supported by a wealth of source materials and rich examples from the author's own work and experience A Jungian Approach to Coaching will help experienced coaches to better support individuals groups and organizations in a rediscovery of their humanity and their potential It will help turn leaders into people

Critical Moments in Executive Coaching Erik de Haan, 2019-05-14 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

The Coaching Relationship in Practice Geoff Pelham, 2015-10-15 This book explores that which is at the very heart of coaching the coach coachee relationship Considering the relationship at each stage of the coaching process it will equip your trainees with the necessary skills and knowledge for building and maintaining successful coaching relationships every step of the way In clear and friendly terms the book simplifies complex issues including the practicalities of getting started the intricacies of coaching across cultures and of coaching from within an organisation and how to make the most of supervision A crucial chapter on evidence based practice considers the importance of research in the area and how to use the evidence base to support professional coaching practice Reflective questions examples implications for practice and recommended reading are included in every chapter encouraging your trainees to consider how they might bring themselves to the coaching relationship

Systems Psychodynamics David Lawlor, Mannie Sher, 2023-06-16 In the second of this three volume series the authors expand on the theory and practice of systems psychodynamics which integrates psychoanalytic thinking open systems theory and complexity theory in its applications to consultancy work in organisations and wider social contexts Multidisciplinary and multitheoretical in nature the systems psychodynamics paradigm develops from the understanding that no single theory or approach explains the complex nature of organisational systems Replete with explanations of key theories practical guidance and exercises this book demonstrates how systems psychodynamics can be used by consultants to plan and put into action organisational changes in four main areas change planning and management action research and evaluation leadership and whole systems and professional development and next steps In light of systems psychodynamics rather than functioning as a leader of change processes the role of an organisational development consultant is one of providing containment understanding and facilitation for others to take up

their leadership roles responsibly in their change processes With a focus on practical application in real situations this book will be invaluable for psychoanalysts managers policymakers consultants and researchers in a wide range of professional and clinical settings **Mastering Executive Coaching** Jonathan Passmore,Brian Underhill,Marshall Goldsmith,2018-12-07

This book aims to enrich the knowledge and toolkit of executive coaches and help them on their development path towards mastery Edited by three leading practitioners it brings together the expertise of an international range of Master Coaches and provides evidence based practical chapters across a broad range of topics including contracting ethical dilemmas coaching board members and non executive directors and the use of psychometrics Mastering Executive Coaching will be essential reading for executive coaches consultants and trainers who are looking to develop their practice It will also be highly relevant for Masters level students of coaching and coaching psychology *Creating a Coaching Culture for Managers in Your Organisation* Dawn Forman,Mary Joyce,Gladeana McMahon,2013-09-02 Creating a Coaching Culture for Managers in your Organisation is for managers leaders and coaches interested in extending the practice of coaching to achieve broader organisational outcomes The book offers a practical approach on how to use coaching strategically to create a culture that supports change builds leadership capacity and achieves a high degree of alignment between the goals and aspirations of organisations and their staff The authors provide rich case study examples of how coaching has been used in a range of organisations to build capacity leadership learning and support new ways of working Taken together the chapters provide insight into how organisations can develop a culture that promotes engagement open and dialogic communication clarity of expectations and high performance This valuable text is a timely contribution to current thinking on leadership management and organisation development It will be of interest to managers leaders HR professionals and coaching professionals as well as students interested in coaching techniques counsellors and psychotherapists Executive Coaching in Diversity from a Systems Psychodynamic Perspective Lerato Susan Pinky Motsoaledi,2009 **Personal Consultancy**

Nash Popovic,Debra Jinks,2013-10-23 Making the case for an integrated approach to the practices of counselling psychotherapy and coaching Personal Consultancy provides a coherent and systematic framework for working with clients Nash Popovic and Debra Jinks use their experience in the area of integrative practice to demonstrate how this wider approach can be a more comprehensive way of helping clients than coaching or counselling on its own The authors explain how a range of techniques and approaches from various one to one practices can be brought together under the framework of Personal Consultancy creating a method that is systematic ethical and professional but not limited by any particular theoretical bias or preconceptions With chapters by guest authors who discuss their perspectives on the approach and its application across various contexts Personal Consultancy demonstrates that it is possible to combine the reparative work normally associated with counselling with the more proactive goal oriented approach of coaching The result is a method that allows clients to have their counselling and their coaching needs met within one relationship and which allows the

practitioner more flexibility and freedom than when using a single approach Personal Consultancy will be essential reading for practicing coaches and counsellors especially those already integrating the two approaches or those looking to do so as well as students and those in training

Coaching Supervision Jo Birch, Peter Welch, 2019-05-13 Coaching and mentoring supervision is a rapidly expanding field This book is a curated collection of contemporary thinking presenting cutting edge contributions from international writers leaders in the professional field academics and practitioners who offer a range of accessible applied research practice examples case studies guidelines and reflective prompts to readers As in art galleries some pieces require reflection and return visits may be necessary The work is edgy and new and yet totally grounded in the coaching and mentoring supervisor experience bringing pragmatic solutions to current complex challenges Over the last decade coaching supervision has moved from a rare and privileged audience to being common place amongst best practice coaches This book harnesses the current surge in curiosity knowledge and practice in coaching and mentoring supervision and provides a collective statement of our times Each chapter in its highly individual way equips us to face the demands of the VUCA environment In turn the book resources coaching and mentoring supervisors to support their supervisees coaches and mentors who work with leaders grappling with global community and personal challenges in this uncertain fast moving world Supervision for mentors is developing alongside coaching supervision and at present there appears to be no obvious distinctions with little current research focussing on the mentoring supervision experience However its distinctive identity is still forming We invite mentors and mentor supervisors as they read these works to consider the emerging similarities and differences in addressing requirements for mentoring supervision The book brings together pioneering research and practice and as such will remain current for many years This book will be popular with experienced professionals who want to stretch and deepen their practice keep up to date with current studies challenge and catalyse their own thinking and embrace learning from real world practitioner examples and applied research

A Very Short, Fairly Interesting and Reasonably Cheap Book About Coaching and Mentoring Bob Garvey, 2011-11-04 In Coaching and Mentoring the author inspires and provokes readers by asking questions such as Are coaching and mentoring the same Are we obsessed with skills and What is performance He also delves into contemporary debates such as concerns about standards competencies and codes of ethics interspersed with views on power control and politics Conceived by Chris Grey as an antidote to conventional textbooks each book in the Very Short Fairly Interesting and Reasonably Cheap series takes a core area of the curriculum and turns it on its head by providing a critical and sophisticated overview of the key issues and debates in an informal conversational and often humorous way An entertaining read for Undergraduate Postgraduate and MBA students or anyone interested in looking for different ways of thinking about coaching and mentoring

Socioanalytic Methods Susan Long, 2018-05-01 Socioanalysis is the study of groups organisations and society using a systems psychoanalytic framework looking beneath the surface and the obvious to see the underlying dynamics and how these dynamics are interconnected This book examines several of the

methodologies used in socioanalytic work Even though the beginnings of socioanalytic investigation lay in the mid twentieth century a broad look across several methodologies has not been done before despite separate publications dealing with particular methods In addition several new methods have been developed in recent years which the present work incorporates Connecting all these methods is their aim of tapping into the dynamic operation of what the author calls the associative unconscious within and between social systems The associative unconscious is the unconscious at a systemic level Each of the methods discussed in this book accesses the associative unconscious in different ways Psychoanalytic Perspectives on a Turbulent World Halina Brunning,Mario Perini,2018-05-08 This article is intended to contribute to our understanding of the December 2001 collapse of Enron The existing literature on Enron s demise falls largely into two broad areas involving either micro psychological explanations or macro accounts that emphasize the workplace and its environment this paper is an exploratory study that focuses on a new interpretation which links the two areas more closely together It is proposed that Enron s culture was influenced by both micro and macro factors an experience of unsuccessful paternal authority figures within the family history of Enron s leaders coupled with an experience of problematic government and regulatory regimes associated with the gas industry Drawing on concepts from psychoanalysis and its application to organizational dynamics it is argued that these micro and macro factors helped to generate an Oedipal mindset in Enron s leaders according to which external authority was seen to be weak and not worthy of respect and that this contributed to Enron s demise Implications for theory are examined **Coaching Supervision** David Clutterbuck,Carol Whitaker,Michelle Lucas,2016-03-31 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

Whispering the Strategies of Language: An Mental Journey through **Executive Coaching Systems Psychodynamic Perspective**

In a digitally-driven world where monitors reign great and quick connection drowns out the subtleties of language, the profound secrets and psychological subtleties hidden within phrases often move unheard. Yet, nestled within the pages of **Executive Coaching Systems Psychodynamic Perspective** a charming fictional value sporting with natural thoughts, lies an extraordinary quest waiting to be undertaken. Penned by a skilled wordsmith, this charming opus invites readers on an introspective trip, lightly unraveling the veiled truths and profound influence resonating within the fabric of each word. Within the psychological depths with this emotional review, we can embark upon a honest exploration of the book is key styles, dissect its captivating writing design, and fail to the effective resonance it evokes strong within the recesses of readers hearts.

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