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# COACHING for PERFORMANCE

The principles and practice of  
coaching and leadership



Introduction by Magdalena N. Mook,  
CEO, International Coaching Federation

**SIR JOHN WHITMORE**  
and Tiffany Gaskell  
co-CEO, Performance Consultants

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# Coaching For Performance John Whitmore

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## **Coaching For Performance John Whitmore:**

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serve to champion inclusivity alongside practical exercises which place an increased value on trust and responsibility Critical new material has further been added to strengthen the process of measuring the benefits of coaching as a return on investment all ensuring this contemporary new edition will remain at the forefront of professional coaching and leadership development Timeless The perfect handbook for you whether you re a new and aspiring manager or a seasoned leader seeking to improve your team s performance levels It is packed full of guidance on how to apply the GROW model to coaching high performing teams within different scenarios and comes with a helpful bank of coaching questions dialogues and a glossary Forbes

**Coaching for Performance** John Whitmore,1996 Coaching for Performance, 6th Edition John Whitmore,2024-09-10 The 1 book for coaches leaders talent managers and professionals around the world This is the definitive and fully updated new edition 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 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 this new edition has been fully revised by Tiffany Gaskell Director at Performance Consultants the global market leaders in performance coaching This 6th edition has been updated throughout to reflect today s new world of work and will revolutionize the traditional approach to organizational culture Insightful real world examples serve to champion inclusivity alongside practical exercises which place an increased value on trust and responsibility Critical new material has further been added to strengthen the process of measuring the benefits of coaching as a return on investment all ensuring this contemporary new edition will remain at the forefront of professional coaching and leadership development Shines a light on what it takes to create high performance John McFarlane Chairman Barclays Chairman TheCityUK

**Coaching for Performance** John Whitmore,2017 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 The seminal book featuring the powerful GROW model Coaching for Performance is the institution of the coaching profession This landmark text has now undergone the largest revision yet in its history to bring it fully up to date for today s professionals With a focus on coaching as a way of being rather than a temporary process this new edition explains how coaching can have a profound effect on the culture of an organisation No longer an activity conducted in isolation by a select few managers coaching impacts the growth of the whole company as well as the personal growth of the individual This new edition includes a Foreword by John McFarlane Chairman of Barclays and TheCityUK New chapters on culture change demonstrate how to build a high performance culture in any type of organisation and measure the results Extensive illustrative material has been added the visuals are those used in coaching training programmes by Performance Consultants

International one of the pioneering global firms in coaching leadership development and performance improvement Terminology has been revised throughout to align with that used by the International Coach Federation and a new full glossary of terms serves to make this the definitive book on the topic The influential GROW model Goals Reality Options Will featured in the book is supported by new international studies and examples which are included throughout ensuring that this edition will stay at the forefront of professional coaching and leadership development

**Becoming a Coach** Jonathan Passmore, Tracy Sinclair, 2024-10-12 This new and fully updated edition of the bestselling **Becoming a Coach The Essential ICF Guide** brings this essential guide for ICF coaches up to date for 2024 and onwards This book equips you with the skills and knowledge you need to develop yourself as a professional coach It will encourage you to reflect on who you are what you do and how you can enhance your skills By drawing on the ICF Gold Standard for coach training and the latest coaching research it will ensure your practice is well informed by evidence and is up to the highest professional standards The book will also help you as you undertake any coaching training program deepening your understanding of the core skills to be a coach and broadening your thinking as to how these can be applied with real clients in your own coaching practice Praise for the First Edition **Becoming a Coach** is the perfect place to start your coach development journey The book provides a comprehensive coverage of the issues in coaching and offers an essential guide to the new ICF coach competencies for new and developing coaches Marshall Goldsmith Thinkers 50 1 Executive Coach for 10 years Whether you are becoming a coach or are a seasoned coach supervisor mentor trainer or educator this book is your vital companion The authors bring decades of experience and research into one powerful resource Grounded in evidence based models plus tools activities reflective exercises and more this book is a must read Dr Laura L Hauser MCC MCEC Training Director Team Coaching Operating System Faculty Fielding Graduate University coaching program Executive Officer GSAEC org This is one of those rare books which has something for everyone One of the most comprehensive guides to becoming a powerful coach which starts from the basics and takes us to the essentials of mastery This book has embraced the complexity of coaching literature approaches and tools It has then structured and presented them in a fashion that brings together the chaos to a usable format I can safely say that this book would offer a new idea approach or perspective even to the most experienced of coaches Shweta Handa Gupta MCC Change Leadership Coach QuadraBrain Transformation Solutions Global ICF Young Leader Award Recipient 2018 In this crowded confusing profession called coaching Sinclair and Passmore have written the guidebook that clears the fog for coaches on their path to coaching excellence **Becoming a Coach** clarifies the distinction of coaching and why it is so effective provides specific practices for embodying a coaching mindset and is full of tools that will elevate your coaching impact No matter where you are on your journey this book will give you a bright light to follow Dr Marcia Reynolds MCC ICF Global Board Past Chair Author of **Coach the Person Not the Problem A Guide to Using Reflective Inquiry**

**Excellence in Coaching** Jonathan Passmore, 2010-07-03 Published with the Association for Coaching Excellence in

Coaching presents cutting edge thinking in the field of workplace coaching This comprehensive industry guide enables coaches to achieve personal excellence in a rapidly evolving profession through a collection of best practice material covering setting up and running your coaching practice transpersonal coaching behavioural coaching the GROW model integrative coaching solution focused coaching intercultural coaching cognitive behavioural coaching coaching and stress NLP coaching and coaching ethics This latest edition has been updated to reflect recent evolvments in the industry and includes brand new chapters on accreditation evaluating coaching appreciative inquiry and making the most of a coaching investment

**A Critical Introduction to Coaching and Mentoring** David E Gray,Bob Garvey,David A Lane,2016-03-17 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

Coaching in Professional Contexts Christian van Nieuwerburgh,2015-11-02 Have your students mastered the underlining theory and skills of coaching practice but wanting to get a flavour of what coaching actually looks like in different real life settings Then you have come to the right place Whether they are wanting to find out more about the use of coaching within the private or public sector within health care or education Christian van Nieuwerburgh and his team of expert authors will take them on a unique journey into all of these coaching contexts and beyond Challenging the idea that a coach can work in any setting without a detailed understanding of the field this book addresses the importance of understanding professional context when coaching exploring current debates and considering the hows and whys of using coaching in a certain context provides tools and knowledge to enable readers to adopt best practice techniques from a range of fields delves into the personal and professional challenges that will inevitably arise Whether a practising coach or a coach in training this practical guide will provide your students with the ideal way in to all the different contexts in which they may wish to coach

**Coaching Skills Training Course** Kathryn Critchley,2009 An easy to follow 5 step model to guide you through the coaching process Exercises will help you enhance your skills Learn to both self coach and coach others Over 25 ready to use ideas How to use NLP in your coaching Goal setting tools to help people achieve their ambitions A toolbox of ideas to help you become a great coach

**Advanced Coaching Practice** Christian van Nieuwerburgh,David Love,2019-04-29 Highly respected coaches Christian van Nieuwerburgh and David Love help you to develop your coaching practice bridging the gap between beginner

and advanced coach You ll have access to 15 videos that illustrate and analyse the book s key themes helping you to extend your learning and enhance your reflective practice allowing you a rare extra insight into the coaching conversation This is a must read for trainees at the later stages of a coaching qualification and experienced practitioners looking to broaden and develop their practice

**Coaching by Values (Cbv):** Simon L. Dolan,2011-08-03 This book is about values It is about life values work values family values and world values It is also about value alignment Author Simon Dolan extends the concepts presented in the best selling *Managing by Values* adding many innovations including a step by step methodology for diagnosing value congruence and tools for conducting real value reengineering value alignment Dolan argues that when people understand their values regardless of how and why they have emerged and analyze their relative importance and consequences they can see more clearly how these values affect their daily lives Extensive research shows that realignment of values ensures better congruence with goals and objectivesresulting in deeper inner satisfaction which positively affects overall well being state of mind performance and general happiness This is what the author calls success in the life of business and the business of life The description is fresh and innovative the methodology is clear and the tools can be used by individuals business professionals families organizations and wellness and life coaches alike Click on the links below for available book reviews [www.forewordreviews.com/reviews/coaching-by-values](http://www.forewordreviews.com/reviews/coaching-by-values) [www.blueinkreview.com/reviews/view/775](http://www.blueinkreview.com/reviews/view/775) <http://www.emeraldinsight.com/journals.htm?issn=1352-7606&volume=19&issue=3&articleid=17047480&show=html> PHPSESSID6d9bqrv811btcnoihrkjrahg1

**Key Topics in Coaching Psychology** Rebecca J. Jones,Holly Andrews,2025-07-30 Offering a concise and easy to read introduction to the subject this book deals with key topics in the study of coaching psychology It explains what coaching psychology is when and why it is used and what research can tell us about how and why it works The book opens with an exploration of the key foundations of coaching psychology including how it is defined where it began and how has it developed This is followed by an overview of the key theories informing coaching psychology person centred theories goal setting theory adult learning theory and the main theoretical approaches to coaching behavioural coaching cognitive behavioural coaching psychodynamic coaching and systemic coaching The authors discuss the key methodologies used in coaching psychology research covering both quantitative and qualitative approaches before exploring the impact of coaching psychology on five areas of practice coaching in the workplace career coaching coaching in education life coaching and health coaching Finally they suggest future directions for the field by examining emerging areas in research and practice Academically informed and fully integrating key theories with application in coaching practice this book gives readers a comprehensive yet accessible understanding of coaching psychology *Key Topics in Coaching Psychology* is the ideal resource for undergraduate and postgraduate students of coaching psychology and occupational psychology business and leadership as well as anyone with an interest in learning more about coaching psychology

**Psychosynthesis Leadership Coaching** Aubyn Howard,2020-12-29 *Psychosynthesis Leadership Coaching* responds to the call of coaches who want to be able to work

with the whole person with the inner as well as the outer worlds and not just at rational and behavioural levels but at emotional and spiritual levels as well Psychosynthesis is unique amongst psychologies in the emphasis it places on self and will at the centre of human psychological functioning This holistic and integrative psychology provides the foundations for working with leaders in ways that respond to today's emergent crises Psychosynthesis coaching is an increasingly popular approach that is finding its way into the mainstream as a response to the needs of coaching to engage at depth with emotional content and in the transpersonal realm of meaning purpose and values This book introduces psychosynthesis coaching to a wider audience and provides a comprehensive guide to this approach for both coaches and leaders This book provides the context models methods skills and techniques for coaches to engage with their clients within the larger context of Self and Will alongside working on inner and outer agendas and goals of any description For coaches leaders and organisational practitioners alike this approach is also about coaching our inner leader knowing that this work always starts with ourselves

**The Psychology of Coaching, Mentoring and Learning** Ho Law, 2013-10-14 The Psychology of Coaching Mentoring and Learning addresses the psychological principles upon which coaching and mentoring is based and integrates them in a universal framework for the theory and practice of individual and organizational development The second edition is updated with the latest research taking into account the increasing importance of positive psychology and its role in coaching and mentoring with an emphasis on strength growth and development Combining high level theory with practical applications and case studies this is an invaluable resource for coaches mentors trainers psychologists executives managers and students

**Improving Employee Performance Through Appraisal and Coaching** Donald L. KIRKPATRICK, 2006-01-25 Author Donald Kirkpatrick is one of the leading voices on human resources and training and development For more than forty years Kirkpatrick's four level performance evaluation model has been the standard throughout the world and has revolutionized the way enterprises manage monitor and optimize employee performance The new edition of Improving Performance Through Appraisal and Coaching contains all the wisdom and step by step processes of the original with all the guidance and tools you'll need to implement a program that gets maximum results The book starts with a 40 question test about your organization and its processes and attitudes regarding performance appraisal and coaching Taking the test both before and after reading the first section of the book will highlight exactly where your existing initiatives can be improved and new ones put in place Kirkpatrick then goes on to describe in detail how a culture of coaching builds and enhances performance and how to build this culture across the entire organization Examples and eye opening Notes from the Field both reinforce and complement the author's sage recommendations illustrating how his approaches can be adopted in their entirety or deployed piecemeal depending on your organization's specific needs The case studies both from major employers prove the overarching value of a proactive performance appraisal program and vibrant coaching environment The book is packed with ready to use forms and more important instructions and observations on their

effective use Plus every chapter is designed for practical application featuring accessible charts and figures lists of key points specific suggestions cause and effect relationships and much more While workplaces and jobs have changed dramatically some truths seem everlasting One is that in order to obtain exceptional employee performance you need to build a thorough and consistent appraisal mechanism and coaching program The other is that there is no one more knowledgeable about how to do it than Donald Kirkpatrick

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