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Developing Top Talent in Business



Coaching Manager Developing Top Talent In Business

James M. Hunt, Joseph R. Weintraub

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The Coaching Manager James M Hunt, Joseph R Weintraub, 2002-05-06 The Coaching Manager provides real world strategies for developing people in any organization Hunt and Weintraub bring together a new model of coaching along with a solid understanding of how business works A must read for leaders at all levels Roger Enrico former Chairman and CEO of PepsiCo Inc Managers and entrepreneurs alike will find The Coaching Manager to be of immense value in learning to coach as well as creating a coaching friendly environment Hunt and Weintraub give us an approach to coaching that managers can start using immediately This book belongs on every manager s bookshelf Arthur M Blank Co Founder and Retired Co Chairman The Home Depot Chairman President and CEO Atlanta Falcons Hunt and Weintraub impart solid insight and advice for developing leadership talent and inspiring performance through an innovative coaching model The depth of their research and experience with thousands of managers is relevant to any business leader interested in aligning talent with their organization I have participated in their leadership coach training program and recommend it to all leaders who value support and encourage their most precious assets the employees Patricia A Hickey R N M S M B A Vice President Cardiovascular and Critical Care Services Children's Hospital Boston Mass A rich wonderful resource for all managers wanting to develop the potential of their people In this one volume you ll find all the guidance tools and examples needed to become a master coach In a world where the capacity to coach is no longer nice to have but a necessity to know this is the book to buy Jay A Conger Professor London Business School and author of Building Leaders The Coaching Manager Developing Top Talent in Business introduces an easy to implement developmental coaching model based on the authors extensive work with thousands of managers executives and MBA students The goal is for managers to help employees learn and be more productive on a day to day basis This model encourages employees to take greater responsibility for their learning and development while forging a helping relationship between manager and employee Such an approach to management will lighten the emphasis on evaluation and create learning opportunities for all involved The book includes twenty real world cases self assessment tools and action checklists to deepen skills and understanding The Coaching Manager will benefit managers leaders and entrepreneurs in business and not for profit organizations those in MBA programs students in leadership organizational development and human resource management as well as participants in The Coaching Manager James Michael Hunt, Joseph R. Weintraub, 2017 KEY FEATURES The executive training programs Coaching Manager Model simplifies core concepts and helps readers get at the essence of what it takes to be a coaching manager Real world cases illustrate coaching in a variety of environments and offer strategies for developing people within any organization Self assessment tools prompt readers to explore their existing notions of coaching and help readers create and sustain a coaching environment Action checklists deepen skill sets and provide experiential learning opportunities in the classroom and on the job Numerous practical examples and exercises encourage readers to apply the concepts and build

their skill set as a coaching manager NEW TO THIS EDITION New research and contemporary cases demonstrate how managers are using coaching to develop talent in our current economy A new section on entreprenurial learning has been added to discuss coaching and development relevant to entrepreneurs New real world examples of diversity and technology help readers coach others different from oneself and show readers how to use technology to coach employees over vast The Coaching Manager: Developing Top Talent In Business Hunt, 2002-09-01 The ultimate coaching distances goals as explained in this lucid book are To promote employee development through learning To build organizational capacity through sharing learning with others To build better relationships and more effective communication To promote employee The Coaching Manager James M. Hunt, Joseph R. Weintraub, 2016-04-13 The Coaching Manager Third Edition retention provides students and managers alike with the guidance tools and examples needed to develop leadership talent and inspire performance Using an innovative coaching model bestselling authors James M Hunt and Joseph R Weintraub present readers with a developmental coaching methodology to help employees achieve higher levels of skill experience greater engagement with organizations and promote personal development The thoroughly updated Third Edition reflects the authors latest research which focus on building and maintaining trust working with others who are different from yourself and coaching by the use of technology The Complete Handbook of Coaching Elaine Cox, Tatiana Bachkirova, David Clutterbuck, 2023-10-01 This fourth edition provides the most comprehensive guide to the field of coaching exploring a range of coaching theories and approaches genres and settings and professional issues It supports trainees and professionals to identify and develop a personal style of coaching Each chapter includes discussion questions to facilitate reflection on the topic further reading suggestions and case studies that help trainees make the crucial link between theory and practice Its three parts cover The theoretical traditions underpinning coaching such as cognitive behavioural gestalt and existential Contexts and genres such as life executive peer team and career coaching Professional issues such as ethics supervision continuing professional development standards and mental health issues This Fourth Edition comes with a new chapter on Diversity and Inclusion in Coaching updated content throughout on cross cultural coaching and updated Further Reading A new online Teaching Guide provides chapter teaching and assessment suggestions videos and further reading to help support trainees learning Thousands of practitioners and trainees across a variety of professions have been helped by this distinctive handbook From those working in health to education from business and management to psychology this unique handbook is Spence, David Drake, 2016-11-03 The SAGE Handbook of Coaching presents a comprehensive global view of the discipline identifying the current issues and practices as well as mapping out where the discipline is going The Handbook is organized into six thematic sections Part One Positioning Coaching as a Discipline Part Two Coaching as a Process Part Three Common Issues in Coaching Part Four Coaching in Contexts Part Five Researching Coaching Part Six Development of Coaches It

provides the perfect reference point for graduate students scholars educators and researchers wishing to familiarize themselves with current research and debate in the academic and influential practitioners literature on coaching The Coaching Organization James M. Hunt, Joseph R. Weintraub, 2006-08-03 The Coaching Organization A Strategy for Developing Leaders is the only book to provide practical advice on how a company can strategically manage coaching initiatives that strengthen organizations and enhance employee engagement and growth Authors James M Hunt and Joseph R Weintraub offer best practices to help organizations deploy developmental coaching that drives leadership and employee Successful Coaching for Leaders and Managers Grace McCarthy, 2025-02-27 The rapid pace of change in effectiveness the post COVID world has made it more important than ever for managers to coach individual employees and teams effectively both online and face to face This book draws on research from around the world and shares good practices to help managers become effective leaders in face to face virtual and hybrid workplaces. The book examines how the coaching skills of observation listening questioning goal setting feedback and reflection can be used effectively with individuals and teams Boxes offering scenarios and practical activities help the reader understand how to apply these skills in real life The book goes on to explore coaching at the organisational level bringing in systems thinking coaching culture cross cultural coaching and coaching in multi national organisations Finally the book considers ways for managers to evaluate and improve their coaching including how to use technology and GenAI to support coaching This book synthesises different strands of research to help managers develop their coaching skills both face to face and online HR managers will find ideas for how best to support managers in developing their skills Researchers and educators interested in managerial coaching and successful leadership in the post COVID hybrid workplace will also find food for thought **Higher Education for the Sustainable Development Goals** Leonardo Caporarello, Payal Kumar, Anirudh Agrawal, 2023-12-04 Presenting chapters from international contributors this collection provides practical insights that inform practice focusing on two themes the design of HEI curricula and a specific focus on Global North and Global South divide in addressing social and political differences and the role that HEIs can play in addressing the divide How Coaching Works Joseph O'Connor, Andrea Lages, 2009-01-01 Coaching is very big business Over the last decade it has become one of the most popular approaches to personal and business development Coaching books tend to focus on just one method and just one of five main areas Executive coaching for senior business people Business coaching for companies to improve results Life coaching for people who want a better sense of fulfilment and wellbeing Sports coaching for individual athletes Team coaching for teams in sport or business Pragmatic and informative How Coaching Works is the first to explain the key concepts that underpin all of these different areas It also explores how different ideas have blended to give rise to what we know as coaching today and singles out what works The authors are two of the world's leading experts in this field In How Coaching Works they have created a must have book for practising coaches students and anyone interested in the subject The New Entrepreneurial Leader Danna

Greenberg, Kate McKone-Sweet, H. James Wilson, 2011-09-06 In years past the keywords for leaders were confidence single minded purpose and strategic planning But today s vastly complex globalized and fast evolving world requires a different kind of leadership This game changing book details a new approach entrepreneurial leadership developed at Babson College the number one school for entrepreneurship in the world Entrepreneurial leadership is inspired by but is separate from entrepreneurship It can be applied in any organizational situation not just start ups Based on two years of extensive research it embraces three principles that add up to a fundamentally new worldview of business and a new logic of decision making First rapid change and increasing uncertainty require leaders to be cognitively ambidextrous able to shift between traditional prediction logic choosing actions based on analysis and creation logic taking action despite considerable unknowns Guiding this different way of thinking and acting is a new view of business where simultaneous creation of social environmental and economic value is the order of the day Finally entrepreneurial leaders leverage their understanding of themselves and their social context to guide effective action Each chapter offers concrete examples of how educators across all disciplines are integrating these ideas into their courses and even their entire curricula The New Entrepreneurial Leader lays out a comprehensive new paradigm for reinventing management education in order to mold leaders who will shape social and economic opportunity **Performance Management** Herman Aguinis, 2018-07-15 Formerly published by Chicago Business Press now published by Sage Performance Management Fourth Edition covers the design and implementation of effective and successful performance management systems the key tools that can be used to transform employee talent and motivation into a strategic business advantage Author Herman Aguinis focuses on research based findings and up to date applications that consider the changing nature of work and organizations **Harvard Business Review Guides Ultimate Boxed Set** (16 Books) Harvard Business Review, Nancy Duarte, Bryan A. Garner, Mary Shapiro, Jeff Weiss, 2019-02-26 How to guides to your most pressing work challenges This 16 volume specially priced boxed set makes a perfect gift for aspiring leaders looking for trusted advice on such diverse topics as data analytics negotiating business writing and coaching This set includes Persuasive Presentations Better Business Writing Finance Basics Data Analytics Building Your Business Case Making Every Meeting Matter Project Management Emotional Intelligence Getting the Right Work Done Negotiating Leading Teams Coaching Employees Performance Management Delivering Effective Feedback Dealing with Conflict Managing Up and Across Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges Values and Ethics in Coaching Ioanna Iordanou, Rachel Hawley, Christiana Iordanou, 2016-11-08 The first complete guide

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considerations in the coaching relationship including contracting confidentiality and understanding boundaries It explores each issue in depth and offers implications and suggestions for practice Part III examines individual professional contexts including coaching in business sports and healthcare with real life examples and reflections from practising coaches This book is vital reading for trainee and practitioner coaches and those looking to introduce ethical coaching practice into a High Performance Coach Diploma - City of London College of Economics - 3 months - 100% online / self-paced City of London College of Economics, Overview If you want to learn how to help clients in achieving a specific personal or professional goal by providing training and guidance then this course if for you In this diploma course you will learn several kinds of coaching approaches such as The Psychodynamic Approach The Cognitive behavioural Approach The NLP Approach as well as others to become a professional coach The study material has been written by leading international authors each chapter of the book makes explicit links between theory and practice with questions and case studies facilitating further reflection on the topic Content There are three parts you have to deal with Part 1 explores the theoretical traditions underpinning coaching such as cognitive behavioural gestalt and existential Part 2 covers applied contexts formats or types of coaching such as developmental life executive peer team and career coaching Part 3 focuses on professional issues that impact on the coach such as ethics supervision continuing professional development standards and mental health issues Duration 3 months Assessment The assessment will take place on the basis of one assignment at the end of the course Tell us when you feel ready to take the exam and well send you the assignment questions Study material The study material will be provided in separate files by email download link The Coaching Kaleidoscope Manfred F.R. Kets de Vries, L. Guillén, K. Korotov, E. Florent-Treacy, 2010-07-06 Through sharing the research methodologies and describing intervention and change techniques used in leadership development this book written by IGLC INSEAD professors and leadership coaches contributes to a better understanding of how organizations may go beyond coaching in order to create best places to work

Coaching for Women Entrepreneurs Carianne M. Hunt, Sandra L. Fielden, 2016-04-29 With update to date reviews of the current research and literature on women s entrepreneurship this is the first book of its kind to address entrepreneurial coaching for women as a development tool The authors provide a theoretical conceptual and applied perspective to explore the distinctive challenges facing this group before discussing the implementations and outcomes of coaching programmes in an entrepreneurial setting They conclude with strategies for future research and progress Students and scholars of business management entrepreneurship and gender studies will find the unique perspectives to be of interest This book will also be useful as a tool for small business service providers women entrepreneurs policy makers and government officials

Beyond Goals Susan David,2016-04-15 What is there in developmental relationships beyond setting and striving to achieve goals The presence of goals in coaching and mentoring programs has gone largely unquestioned yet evidence is growing that the standard prescription of SMART challenging goals is not always appropriate and even potentially dangerous

in the context of a complex and rapidly changing world Beyond Goals advances standard goal setting theory by bringing together cutting edge perspectives from leaders in coaching and mentoring From psychology to neuroscience from chaos theory to social network theory the contributors offer diverse and compelling insights into both the advantages and limitations of goal pursuit The result is a more nuanced understanding of goals with the possibility for practitioners to bring greater impact and sophistication to their client engagements. The implications of this reassessment are substantial for all those practicing as coaches and mentors or managing coaching or mentoring initiatives in organizations Wiley-Blackwell Handbook of the Psychology of Coaching and Mentoring Jonathan Passmore, David Peterson, Teresa Freire, 2016-08-08 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 The Trusted Leader Terry Newell, Grant Reeher, Peter Ronayne, 2011-08-04 Improving government on a macro level is only possible with public managers who herald change on a micro level While many studies of government reform focus on new policies and programs these public managers building relationships built on trust are the real drivers behind many successful reforms In this second edition chapter authors once again draw on their real world experience to demonstrate the importance of values based leadership With new research and lessons from the first two years of the Obama administration chapters focus on the concrete ways in which leaders build effective relationships and trust while also improving themselves their organizations and those they coach Surveying agencies both horizontally and vertically The Trusted Leader also addresses how public managers can collaborate with political appointees and the legislative branch while still engaging with citizens to create quality customer experiences Two brand new chapters focus on Effective Conversations the importance of one on one conversations to building trust with a model for having such conversations The Diversity Opportunity the need to effectively lead across a diverse workforce and a diverse society to build trust in both realms With the addition of chapter headnotes the editors provide necessary context while the new Resources for Further Learning feature guides readers toward additional print and web resources

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In some sort of driven by information and connectivity, the energy of words has be evident than ever. They have the capability to inspire, provoke, and ignite change. Such may be the essence of the book **Coaching Manager Developing Top Talent In Business**, a literary masterpiece that delves deep into the significance of words and their affect our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall impact on readers.

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