

Coaching to Solutions

A Manager's Toolkit for
Performance Delivery

Carole Pemberton



Coaching Solutions Carole Pemberton

John Lees



Coaching Solutions Carole Pemberton:

Coaching to Solutions Carole Pemberton, 2012-05-04 The book provides a tool kit for managers tasked with raising performance and sustaining motivation Organisations are being judged by the way in which they accommodate the needs of the individual in work and life style terms In this context the smart employer will not only be looking to develop policies that retain talent through recognising their work life issues they will be equipping their managers to manage that talent in ways which maximise the contribution that individual can make The text introduces managers to techniques largely drawn from Brief Therapy De Shazer Berg Brief Therapy is used in the UK but primarily by social workers psychologists and counsellors It s application to work settings is now growing The attraction of a Solution Focussed approach to coaching is that it offers pragmatic tools that help managers structure helping conversations The book presents the principles of solution focussed thinking in a language that is readily understandable by managers and shows how those principles can be applied to a range of issues which managers may find themselves facing as willing or enforced coaches The book places coaching as an activity which can be done as part of the daily process of management

Resilience Carole Pemberton, 2015 What do you do as a coach when your client has been seriously rocked by the events in his or her life In Resilience Carole Pemberton offers a fresh and thoughtful framework for understanding what resilience is and is not and why it has such potential for triggering feelings of being de stabilized Her book takes you step by step through a series of practical interventions a menu of options each with their research base and with their practicality explored Considering a variety of approaches Carole Pemberton asks So how far is the currently fashionable concept of mindfulness helpful How can you use some of the principles of Cognitive Behavioural Therapy What can you borrow from Solution focused Coaching and Positive Psychology Her practical guide shows you what is especially useful in these disciplines for work with clients whose resilience has temporarily vanished You will also learn how to assess your own resilience and coping mechanisms as a coach The fascinating chapters on client narrative and Narrative Wave alone make this a must read for both new and more experienced coaches Carole Pemberton explores the essential theories currently influencing resilience coaching alongside stories from her own reflective practice in applying these and useful coaching tips Trevor Elkin Leadership and Talent Development Home Office The resilience of coaching clients is emerging as one of the key themes facing coaches in the 21st Century Carole Pemberton s timely work brings together the key facets of this subject providing an understanding of what impacts on resilience for the client and the coach before providing an overview of a range of useful interventions to apply when working on this issue with clients Caroline Horner MD of the I coach academy Wonderful to see a coaching book on resilience that compliments more traditional approaches with emergent thinking from the fields of mindfulness ACT and positive psychology Carole shows great wisdom and humility pointing to the importance of authenticity in teaching mindfulness to others and in sharing her own learning along the way Mark McMordie Director of Coaching Coachmatch This is a Treasure Trove of practical

accessible and proven tools for skilled coaches Carole has created THE definitive guide for helping people to use their enhanced resilience to achieve their potential Stuart Lindenfield FRSA Head of Career and Change Management Solutions Reed Global Pemberton has a rare skill turning knowledge into power She gives the reader the wherewithal to notice when resilience is failing in their clients She then equips them with useful lines of inquiry and creative practical steps they can take with their clients to move them from being stuck to taking responsibility and accessing their resources She writes of the tricky subject of identity often a subject tackled in dense philosophical debate she makes it accessible giving clear guidance in eloquent plain English about how a coach can work with their client at identity level The work you as a coach will be able to do as a result of reading this book will be deeper and more creative My notebook was full of tips and ideas by the time I had left the book Deborah Tom Managing Director of Human Systems

Coaching for Innovation Cristina Bianchi, Maureen Steele, 2014-05-02 Making innovation in the workplace highly accessible Coaching for Innovation presents a step by step guide which is full of practical tips models exercises and interviews with HR and business professionals It demonstrates the integral role that coaching plays in idea generation and the innovation process

Resilience: A Practical Guide for Coaches Carole Pemberton, 2015-09-16 What do you do as a coach when your client has been seriously rocked by the events in his or her life In Resilience Carole Pemberton offers a fresh and thoughtful framework for understanding what resilience is and is not and why it has such potential for triggering feelings of being destabilized Her book takes you step by step through a series of practical interventions a menu of options each with their research base and with their practicality explored Considering a variety of approaches Carole Pemberton asks So how far is the currently fashionable concept of mindfulness helpful How can you use some of the principles of Cognitive Behavioural Therapy What can you borrow from Solution focused Coaching and Positive Psychology Her practical guide shows you what is especially useful in these disciplines for work with clients whose resilience has temporarily vanished You will also learn how to assess your own resilience and coping mechanisms as a coach The fascinating chapters on client narrative and Narrative Wave alone make this a must read for both new and more experienced coaches Carole Pemberton explores the essential theories currently influencing resilience coaching alongside stories from her own reflective practice in applying these and useful coaching tips Trevor Elkin Leadership and Talent Development Home Office The resilience of coaching clients is emerging as one of the key themes facing coaches in the 21st Century Carole Pemberton s timely work brings together the key facets of this subject providing an understanding of what impacts on resilience for the client and the coach before providing an overview of a range of useful interventions to apply when working on this issue with clients Caroline Horner MD of the I coach academy Wonderful to see a coaching book on resilience that compliments more traditional approaches with emergent thinking from the fields of mindfulness ACT and positive psychology Carole shows great wisdom and humility pointing to the importance of authenticity in teaching mindfulness to others and in sharing her own learning along the way Mark McMordie

Director of Coaching Coachmatch This is a Treasure Trove of practical accessible and proven tools for skilled coaches Carole has created THE definitive guide for helping people to use their enhanced resilience to achieve their potential Stuart Lindenfield FRSA Head of Career and Change Management Solutions Reed Global Pemberton has a rare skill turning knowledge into power She gives the reader the wherewithal to notice when resilience is failing in their clients She then equips them with useful lines of inquiry and creative practical steps they can take with their clients to move them from being stuck to taking responsibility and accessing their resources She writes of the tricky subject of identity often a subject tackled in dense philosophical debate she makes it accessible giving clear guidance in eloquent plain English about how a coach can work with their client at identity level The work you as a coach will be able to do as a result of reading this book will be deeper and more creative My notebook was full of tips and ideas by the time I had left the book Deborah Tom Managing Director of Human Systems

The SAGE Handbook of Coaching Tatiana Bachkirova, Gordon 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

Inspirational Manager Judith Leary-Joyce, 2012-09-26 Inspirational managers earn more respect suffer less stress and produce better results than other managers Want to be one This book tells you how Drawing on the experiences of real inspirational managers facing real challenges and managing real people Inspirational Manager now in its second edition gives you the tools and techniques to ensure that people notice you and say now there's a great manager

How to Get a Job You Love, 2015-16 Edition John Lees, 2014-09-01

How To Get A Job You Love 2015-2016 Edition Lees, John, 2014-09-01 How to Get a Job You Love the UK's definitive careers guidebook has undergone its biggest update in over a decade This revamped and substantially updated edition reflects the latest changes in the rapidly evolving UK job market

How to Get a Job You Love 2021-2022 Edition John Lees, 2020-08-12 How To Get A Job You Love is a blueprint for anyone looking for work or planning a career change Whether you're looking for your first job a graduate or an experienced professional this book will guide you through the process Practical exercises help you spot the work that will suit you best and how to find it New Features in the 2021 2022 edition include Latest material on managing your social media presence and impact New insight into creating a better career deal Extra advice on networking and reaching out using information interviews Effective job search strategies as more and more jobs are not advertised Latest advice on what will shorten or extend your job search How to tell your career story at interviews New and revised exercises including should I work for myself

The Success Code John Lees, 2016-02-04

From personal influencing skills and positive psychology to handling relationships and communication you're about to discover the simple truth about success John Lees has rewritten the rules on everything you thought you knew about successful self projection networking and effective communication From the Foreword by Sarah Willingham of BBC's Dragons Den This is a book about getting noticed but not a conventional book It doesn't tell you to sell yourself get out there impress with power dressing or to have an elevator speech Getting noticed doesn't have to mean over selling Over the course of this book you will discover exciting research positive psychology and advice from a range of experts that will help you make an authentic impact By stepping just to the edge of your comfort zone you will learn to project yourself onto the world of work From personal influencing skills to presentations this book decodes success for people who hate the idea of selling themselves You'll rethink networking learn how to talk about yourself in ways that others find easy to hear and also directly influence what people say about you You'll discover how you can project yourself in writing without looking as if you're pushing too hard and learn to engage people in a way that sparks curiosity and leads to interesting offers Written for both introverts and extroverts THE SUCCESS CODE shows you how to find an authentic voice even if your style is naturally self-effacing You'll learn to get your name front of mind by making sure the right messages about you come across even when you're not in the room This is your game plan for getting noticed Are you ready A pragmatic and insightful guide to building reputation and impact that anyone can learn from Penny de Valk Managing Director Penna Talent Practice If you would rather climb the stairs than get in the lift to do an elevator pitch then buy this book Dr Carole Pemberton Coaching to Solutions Executive coach and author Packed with helpful facts insightful quotes and practical tips Ian Nicholas Chief HR Officer REED Specialist Recruitment Ltd A great resource in aiding your development Gordon McFarland HR Director Global Professional Services Full of practical advice and tips and will help you find your voice and achieve success in an authentic way Zoe Shackle HR Director AMC Networks International

[EBOOK: How to Get a Job You Love 2019-2020 Edition](#) John Lees, 2018-08-16 How To Get A Job You Love is a blueprint for anyone looking for work or planning a career change Whether you're looking for your first job a graduate or an experienced professional this book will guide you through the process Practical exercises help you spot the work that will suit you best and how to find it New Features in the 2019/2020 edition include Latest material on managing your social media presence and impact New insight into creating a better career deal Extra advice on networking and reaching out using information interviews Effective job search strategies as more and more jobs are not advertised Latest advice on what will shorten or extend your job search How to tell your career story at interviews New and revised exercises including should I work for myself

[Knockout CV](#) John Lees, 2013-09-16 John Lees is a purveyor of sound no nonsense career advice which delivers results whatever your age or status Carol Lewis Business Features Editor The Times It doesn't take months to learn how to write a CV that works but it does take a few hours This book is designed to take you through that process quickly taking some short cuts encouraging your readers to say one simple

word yes Features Step by step approach to building a CV from scratch Detailed advice on getting bullet points and the profile right Example CVs including entry level and executive CVs Demystifying of CV formats and styles including hybrid competency based and functional CVs Drawing on over 25 years experience of training recruiters John Lees author of the bestselling How To Get A Job You ll Love is one of the UK s best known career strategists In Knockout CV he shows you how to write CVs and cover letters that convey your strengths quickly and get you into the interview room A comprehensive and practical guide to building arelevant evidence based CV which will win the recruiter sattention Liz Mason Associate Director Alumni Career Services London Business School UK You write a CV for a purpose to get a job Knockout CV works backwards from the desired result analysing each feature of the CV from the perspective of impact on the decision maker No frills no diversions simply full of practical help Shirley Anderson HR Director Talent and Reward Pilkington Group Limited This book is essential reading for anyone considering a career move or applying for another position This is an excellent practical guide which I believe will really make the difference to securing that interview Christine Gaskell Chair Cheshire and Warrington Local Enterprise Partnership and former HR Director Bentley Motors Ltd John Lees leads you back to the basic document of so manyjob hunting campaigns and yet again opens your eyes to seethe real underlying principles His clear and authoritative voice brings life back into what is often seen as a routine activity CV writing yet is so important in today s hyper competitive job market Matthias Feist Head of Careers thedoyen of careers experts His books and advice have helpedcountless numbers of people to enjoy better more fulfilling careers Dr Harry Freedman Career and Business Strategist Hanover Executive

Ebook: Becoming Agile: Coaching Behavioural Change for Business Results Laura Re Turner,2021-06-08 This book outlines how coaches and leaders use Agile frameworks and coaching psychology to create behavioural change and to lay the foundations of success Using the latest coaching approaches from executive team and systemic team coaching the book shows how coaches can use Agile frameworks at the level of mindset and behaviours The book demonstrates well known frameworks such as Scrum DSDM and Lean Startup to support change and success Readers will learn about the Six Lenses of Systemic Team Coaching including the individual mindset interpersonal skills team working and collaboration skills and awareness of the external business environment to create true business agility Becoming Agile is an indispensable resource for professional coaches who work with organisations that want to become Agile as well as business leaders looking for a meaningful way to reap the benefits promised by agility This book is perfect for business leaders entrepreneurs and indeed anyone new to the world of agile leadership David Taylor Founder Naked Leader Here we have a pragmatic and readily applicable approach to integrating both concept and practice across these two evolving domains David Clutterbuck Special Ambassador European Mentoring and Coaching Council This book is a great resource for coaches who want to continue developing skills that will support leaders teams and organizations in building business agility Ahmed Sidky Ph D President of the International Consortium for Agile ICAgile Laura Re Turner is an accredited coach trainer and facilitator

who works with leaders and teams to develop an Agile mindset behaviours and the skills to thrive through change Before becoming a coach Laura delivered enterprise software projects as a project and programme manager technology consultant and software developer She is the Founder and Managing Director of Future Focus Coaching **Coaching** Maggie João,2018-03-01 O guia essencial para coaches líderes e para quem quer ser ainda mais feliz Tem uma nova oferta de emprego e não sabe se deve ou não aceitar Acha que merece um aumento mas hesita em pedi-lo Questões como essas vão surgir inevitavelmente na vida de qualquer pessoa E em muitos desses casos a vida instala-se e com ela a insegurança do passo a tomar Na verdade e na maioria das situações a pessoa já conhece as respostas Por isso o coach não lhe vai dizer o que deve ou não fazer Vai antes desafiar a linha habitual do seu pensamento ajudando-o a estruturar as suas ideias a entender melhor as suas emoções para mais eficazmente concretizar os objectivos que quer atingir Vai estabelecer uma relação de confiança mútua não direccional que o ajudar a chegar melhor decisão para si e suas consequências aceites Para que melhor perceba esse processo e os seus benefícios este livro oferece-lhe uma perspectiva geral sobre coaching os modelos existentes as competências necessárias os princípios fundamentais e os aspectos a ter em conta durante as sessões Maggie João uma das mais reputadas coaches nacionais defende que a riqueza do coaching proporcional relação entre coach e coachee que dever ser de profunda confiança e empatia mútuas e excelência na aplicação das várias competências de coaching Entre estas destacam-se a escuta activa as perguntas poderosas a presença

Coaching in Times of Crisis and Transformation Liz Hall,2015-10-03 Coaching in Times of Crisis and Transformation takes an in depth look at crisis and change in the world we live in today and discusses its impact on both individuals and organizations Covering not just coaching in the current crisis but any time of crisis and change it offers a complete practical resource for managers and coaches to tackle the challenges effectively This book can help turn a crisis whether personal or systemic into an opportunity for transformation Coaching in Times of Crisis and Transformation covers definitions of crisis from both the individual and organizational perspective including insights on adapting to change and finding opportunities in crisis what neuroscience tells us about our reactions to change transformative coaching change models supporting organizations in crisis and how coaching and mentoring can act as preventative measures against crises

The British National Bibliography Arthur James Wells,2006 **Books in Print Supplement** ,2002 *An Introduction to Video and Audio Measurement* Peter Hodges,2013-06-26 What do we measure and why Peter Hodges explains the answer to this question in approachable language and with clear illustrations Newcomers to the video industry as well as those already established will find this uniquely readable guide to the basics of a complex subject Building on the success of the two previous editions of this popular title and covering both analog and digital video the third edition includes new sections on audio measurement high definition video and innovative techniques of test and measurement

Personnel Management Abstracts ,1995 *101 FAQs about Coaching* Maggie João,2011-07 Maggie João firstly asks all the questions that many coaches particularly those going into coaching for the first

time so often ask and does this in a way that captures the true essence of coaching at the most fundamental level Greater still she does this in a real conversational style that makes it fully inviting for any new or experienced coach Katherine Tulpa Global CEO Association for Coaching There are many books offering coaches models on how to coach This book addresses how to be a successful coach It answers the questions that face anyone who aspires to earn their living through coaching Maggie Joao offers a shortcut to acquiring knowledge and skills that will get you moving quickly and confidently into an exciting new profession Carole Pemberton Executive Coach and author of Coaching to Solutions Maggie s thoughtful and thorough book asks and answers so many important questions for would be coaches and new coaches It s also a good detailed reference book for more experienced coaches who want an overview of the coaching profession and to explore beyond how they have been working Maggie shares her own valuable insights and gives helpful pointers for further exploration Most importantly it is a very practical book I wish I had known all this when I started coaching Judy Barber Coach and author of Good Question The book that you hold in your hands provides the answers and practical tools needed to help you become an even more successful and dynamic coach Every now and again you come across a book that has a deep and meaningful impact on what you do This is just such a book For coaches and non coaches this will really help you to help yourself and also to find more of the resources you need to make your life more fulfilling Gerard O Donovan Founder of Noble Manhattan Coaching President of the IIC International Institute of Coaching Maggie has drawn on her own personal and professional journey to create a very accessible and straightforward route into addressing the basic but essential questions that face the enquirer or newly qualified coach This book is timely and valuable contribution to the evolution of the profession John Leary Joyce CEO of the AoEC President of the EMCC European Mentoring Coaching Council

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Table of Contents Coaching Solutions Carole Pemberton

1. Understanding the eBook Coaching Solutions Carole Pemberton
 - The Rise of Digital Reading Coaching Solutions Carole Pemberton
 - Advantages of eBooks Over Traditional Books
2. Identifying Coaching Solutions Carole Pemberton
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Coaching Solutions Carole Pemberton
 - User-Friendly Interface
4. Exploring eBook Recommendations from Coaching Solutions Carole Pemberton
 - Personalized Recommendations
 - Coaching Solutions Carole Pemberton User Reviews and Ratings
 - Coaching Solutions Carole Pemberton and Bestseller Lists
5. Accessing Coaching Solutions Carole Pemberton Free and Paid eBooks
 - Coaching Solutions Carole Pemberton Public Domain eBooks
 - Coaching Solutions Carole Pemberton eBook Subscription Services
 - Coaching Solutions Carole Pemberton Budget-Friendly Options

6. Navigating Coaching Solutions Carole Pemberton eBook Formats
 - ePub, PDF, MOBI, and More
 - Coaching Solutions Carole Pemberton Compatibility with Devices
 - Coaching Solutions Carole Pemberton Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Coaching Solutions Carole Pemberton
 - Highlighting and Note-Taking Coaching Solutions Carole Pemberton
 - Interactive Elements Coaching Solutions Carole Pemberton
8. Staying Engaged with Coaching Solutions Carole Pemberton
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Coaching Solutions Carole Pemberton
9. Balancing eBooks and Physical Books Coaching Solutions Carole Pemberton
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Coaching Solutions Carole Pemberton
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Coaching Solutions Carole Pemberton
 - Setting Reading Goals Coaching Solutions Carole Pemberton
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Coaching Solutions Carole Pemberton
 - Fact-Checking eBook Content of Coaching Solutions Carole Pemberton
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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