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# Coaching For Improved Performance Leadership Training

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## **Coaching For Improved Performance Leadership Training:**

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*Training and Development Organizations Directory*, 1988

**Best Practice in Performance Coaching** Carol Wilson, 2011-10-03 Effective performance coaching can help individuals and organizations achieve their maximum potential tackle challenges and reach specific goals It leads to personal and professional development improves productivity performance and motivation and helps to create a work life balance Best Practice in Performance Coaching is both an introduction for anyone thinking of becoming or hiring a coach whether private or corporate and a reference guide for experienced coaches A practical guide to the what and the how of performance coaching it covers a broad range of topics from the personal and executive angle and explains the structure of a coaching relationship The book contains extensive guidance on coaching techniques and the best known and emerging

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**High-Performance Coaching for Managers** William J. Rothwell,Behnam Bakhshandeh,2022-07-05 Coaching is a necessary skill for managers It is important as a fundamental part of an organization s talent efforts including talent acquisition development and retention strategies For a coaching program to succeed in an organization it should be recognized as a useful approach throughout the organization and become part of the fabric of the corporate culture Performance Coaching for Managers provides an important tool for organizations to use to train their managers on coaching This book differs significantly from other books in the coaching market Many books on coaching cast coaches as facilitators who question their clients the coachees helping them to articulate their own problems formulate their own solutions develop their own action plans to solve problems and measure the success of efforts to implement those plans That is called a nondirective approach But this book adopts a directive approach by casting the coach as a manager who diagnoses the problems with worker job performance and offers specific advice on how to solve those problems While there is nothing wrong with a nondirective approach it does not always work well in job performance reviews in which the manager must inform the worker about gaps between what is needed the desired and what is performed the actual The significant difference between what is currently available in the market and what is offered in this book is the authors collective experience of over 70 combined years of hands on research and delivery experiences in the Human Resources Development field According to the Harvard Business Review 2015 workers generally expect their immediate supervisors to give them

honest feedback on how well they do their jobs and specific advice on what to do if they are not performing in alignment with organizational expectations. When workers do not receive advice but instead are questioned about their own views, they regard their managers as either incompetent or disingenuous. Effective managers should be able to offer direction to their employees. After all, managers are responsible for ensuring that their organizational units deliver the results needed by the organization. If they fail to do that, the organization does not achieve its strategic goals. This book gives managers direction in how to offer directive coaching to their workers. Report, 1964 *Leadership Resources*, 2000 **The Complete Guide to Coaching at Work** Perry Zeus, Suzanne Skiffington, 2000. Coaching has taken on a permanent role as a way of improving individual performance within an organization. This book is for people interested in becoming coaches within an organization and those already practicing. It explains the skill and competencies required to be an outstanding coach at work. The book clearly defines and explains the nature of coaching and how it works, outlining the different theories and models to present a balanced, objective perspective of the subject. The authors show that coaching is an on-going dialogue, a collaboration between two individuals that encourages learning, development, and work performance improvement in the pursuit of skill development goals. It can be adopted at any level in the workplace, educational institution, sporting arena, or personal life. The authors reveal what personal qualities are necessary in order to be a successful coach. They discuss coaching and communication skills and show you how to set strategic goals and develop an action plan. The book also analyzes the contribution of coaching to the processes of change and learning, explaining the different styles of learning, the importance of establishing a learning culture within an organization, and the degree of self-exploration necessary for the individual to achieve sustained behavioral change. The authors also consider in greater detail three specific coaching areas: coaching in call centers, sales coaching, and career coaching, and explain the differences from other related occupations that are often associated with coaching, such as consulting, mentoring, training, and counseling, and how all of them work together.

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