

JOHN WHITMORE

COACHING

El método para
mejorar el
rendimiento
de las personas

Los principios y la práctica
del coaching y del liderazgo por
el cofundador y principal experto
en la materia



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Team Coaching Edge Alison Grieve, Jenni Miller, 2024-04-29 The ultimate guide to coaching a team to high performance Unlock the full potential of your coaching practice and take your clients teams to new heights with this comprehensive guide to team coaching packed with expert insights and practical strategies for achieving success As a coach you know that teams are critical for success in today s ever changing organizational landscape Aligned with the ICF core team coaching competencies this practical guide by Alison Grieve and Jenni Miller offers a comprehensive approach to team coaching based on their Advantycs methodology Packed with expert insights and actionable strategies it will equip coaches with the tools and knowledge they need to help their clients achieve higher levels of performance engagement and well being Alison Grieve and Jenni Miller work with teams in large multi national organizations to help transform company culture and create differentiated performance Based on extensive original research with over 200 teams they have developed a blueprint for success that captures how the greatest teams think act and communicate to overcome mediocrity and drive outstanding organizational performance They frequently write and run authoritative webinars on teams based on their research and experience and won the 2022 2023 Stevie International Business Award and the Women in Business Company of the Year Award 2022

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

The Ladder Andrew Bernard, 2021-02-19 Foreword by Colonel Dame Kelly Holmes Regardless of one's plans for the future many people's careers are founded on a series of chance encounters experiences and serendipity School college university jobs family sports hobbies friends relationships these are all fertile grounds for career related conversations and explorations What if we teachers guides mentors parents and peers started to notice these seemingly unconnected happenings and indeed started to engineer and encourage them to happen Using the mantra every adult is a careers teacher The Ladder will inspire teachers to explicitly link their subject area to students futures both in school and outside its walls and support them in doing so Bernie draws upon his 30 year career in education and business development to bring clarity focus and ideas to educators as to how they can best start students on their own ladders to success Ultimately in writing this book Bernie's aim is to bring young people's futures to life with some personal skills reflection and forward planning designed to help them as they embark on their fulfilling futures regardless of their upbringing academic achievements or ethnic background

Bias-aware Teaching, Learning and Assessment Donna Hurford, Andrew Read, 2025-02-28 This book offers university teachers informed and practical strategies for raising awareness of bias in teaching learning and assessment practices Conscious and unconscious biases influence judgements perceptions decision making and actions and societal awareness has now turned the spotlight on how higher education HE is addressing bias at institutional and individual levels The urgency to do so is evidenced through recent studies which reveal the extent of the effects of discrimination and exclusion experienced by individual students groups of students and members of staff It can be difficult to know where to start and how to sustain effective impact to achieve inclusion equity and equality of opportunity This book offers informed and practical strategies for raising awareness of bias in teaching learning and assessment practices and provides approaches to eliminate limit and mitigate the negative effects of bias on university students

Mentoreamento de Pastores Joel Ambrosino, 2023-02-28 Esta obra uma anlise teol gica da relev ncia de um programa de mentoreamento de pastores e das t cnicas a serem usadas com esse prop sito O livro apresenta a proposta de diretrizes para um programa de mentoreamento tendo como referencial tr s modalidades de gest o de pessoas que v m sendo utilizadas em larga escala nas empresas que s o o Mentoring o Coaching e o Counseling Com base nesses tr s modelos de gest o empresarial de pessoas proposto um amoldamento das t cnicas usadas nessas ferramentas A adequa o dessas modalidades culminou na proposi o de tr s modelos de mentoreamento de pastores O primeiro baseado no Mentoring derivou no Mentoreamento de Desenvolvimento Ministerial MDM o segundo respaldado no Coaching resultou no Mentoreamento de Desenvolvimento Pessoal MDP o terceiro modelo fundamentado no Counseling suscitou o Mentoreamento de

Desenvolvimento Interpessoal MDI Plantação global de igrejas - eBook Craig Ott, Gene Wilson, 2019-04-30 Um fundamento magistral para aquilo que simplesmente o empreendimento mais urgente da humanidade Completamente fundamentado em pesquisas cuidadosamente examinado bíblicamente ancorado e habilidosamente apresentado Planta o Global de Igrejas oferece uma excelente introdução para qualquer um que anseia pela expansão do Reino David Garrison Autor de Movimentos de planta o de igrejas Jesus não espera que produzamos mais do que podemos mas ele espera que produzamos tudo o que podemos pelo seu poder em nós Este livro o ajudar a fazer isso Ele deve ser lido por todos que pensam em plantar uma igreja mas também por qualquer pessoa que ocupe um cargo de liderança na igreja porque mesmo que você não participe da planta o de uma igreja sua congregação deve se envolver na criação e no apoio de novas igrejas Rick Warren Pastor da Saddleback Church Califórnia EUA

Bildungs- und Erziehungspartnerschaften in Schulen II Matthias Bartscher, 2022-04-29 Wie können Eltern aus allen Lebenswelten motiviert werden Tanze mit dem Widerstand Die Zusammenarbeit mit Eltern die traditionell als unmotiviert oder bildungsfern gelten ist für viele Fachkräfte an Schulen eine besondere Herausforderung aber sie kann gelingen Und sie lohnt sich Wie auch herausfordernde Eltern zu guten Partnern in Erziehung und Bildung werden können zeigt der zweite Band dieses Praxisbuches Erläutert werden theoretische Grundlagen der motivierenden Gesprächsführung und der systemischen Arbeit Dabei geht der Autor von dem Grundsatz aus dass Inspiration und Motivation im Inneren liegen und nicht durch Druck erzeugt werden können Für die vielfältigen Kooperationsformen mit Eltern bietet dieser Band praktische Methoden zur professionellen und motivierenden Arbeit in Einzel und Gruppensettings Diese helfen die Beziehungen zu Eltern Jugendlichen und Kindern verbindlich und vertrauensvoll zu gestalten gemeinsame Ziele zu formulieren und umzusetzen aufkommende Konflikte konstruktiv zu lösen Elternveranstaltungen lebendig und anregend zu gestalten Beratungsgespräche professionell zu führen Die Impulse zielen vor allem auf die Zusammenarbeit mit Menschen und sind für Situationen gedacht die als herausfordernd erlebt werden Davon werden Lehrkräfte Schulleitungen sowie alle weiteren professionellen Akteure in Schulen aller Stufen sowie ihre Kooperationspartner profitieren

Jornada RH Ágil Antonio Muniz, Isabel Coutinho, Paulo Boccaletti, Andresa Fogel, Juliano Granadeiro, Renata Carvalho, Thayana Brider, A Jornada do RH ágil apresenta as principais práticas e conceitos para tornar o seu RH estratégico Estes temas irão ajudar você a compreender como aumentar a contribuição do RH para a sustentação e execução das estratégias de negócio Conteúdo criado por 52 pessoas com experiências diversificadas e forte atuação no mercado Liga o com o Manifesto da Liderança ágil na era digital Prefácio de Werther Krause e homenagem ao amigo Paul Dinsmore Prefácio de Thiago Brant fundador da Agile People Brasil A Jornada Colaborativa Era uma vez um professor universitário que sonhava lançar um livro desde 2007 Após algumas tentativas o sonho começou a ser concretizado em 2017 com o livro Jornada DevOps mas alguns obstáculos familiares travaram sua evolução após a escrita de 3 capítulos Em setembro de 2018 durante sua palestra na PUC Minas surgiu um clique Ser que outras pessoas apaixonadas por DevOps ajudariam com a escrita colaborativa

Dezenas de pessoas aceitaram o convite e o livro foi lançado para 350 pessoas no dia 06 de junho de 2019 no Centro de Convenções SulAmérica Rio de Janeiro A escalada dos times gerou novas amizades aprendizados do valor de R 251 500 00 para instituir com o lançamento de 11 livros e sonhamos transformar mais vidas com a inteligência coletiva com apoio de empresas amigas Antonio Muniz Fundador da Jornada Colaborativa organizador e curadoria de 20 livros Juliano Granadeiro Líder do time organizador do livro curadoria e revisor técnica Coautores Amanda Bucar Ana Carolina Eloy Ananda Rodrigues de Almeida Anderson Jordão Marques Andresa Fogel Antonio Muniz Artemis Romano Atila Belloquim Bárbara Cabral Bruna Emanuelle von Runkel Bruno Leonardo Rosa Cesar Augusto Tomaz Coaracy Gomes da Silva Junior Elisete Vasconcelos Elizabeth Borges Fabrício Gama Felipe Oliveira Fernanda Santos Tenreiro Quintanilha Glaucete Paiva Guayara Gusmon Gonçalves Ieda Sales Isabel Coutinho Jalme Pereira Jaqueline Monteiro Juliana Spanevello Fitz Cainelli Juliano Granadeiro Junior Rodrigues Laura Delgado Lídia Frossard Lilian Sanches Marcela Pimenta Marcelo Antonelli Marcilene Scantamburlo Marcio Luiz Reis e Pimenta Meny Ribas Natalie Nitz Paulino Meira Paulo Boccaletti Paulo Emilio Alves dos Santos Regiane Moura Mendonça Renata Carvalho Ricardo Batista Miluzzi Robertha Magalhães Rodrigues Robson Carmo Rodrigo Monteiro Samara Marques Tatiana Grego Thayana Brider Vanessa Tchalian **Bulletin** Michigan High School Athletic Association,2004

Coaching John Whitmore, Tyfany Gaskell, 2026-02-18 La edición más actualizada del libro número uno de coaching para entrenadores líderes gestores de talento y profesionales de todo el mundo Coaching es el texto fundacional de esta disciplina Basándose en el modelo GROW desarrollado por el propio Sir John Whitmore pionero del coaching descubriremos cómo permitir que podemos dar lo mejor de nosotros mismos para impulsar nuestra productividad nuestro crecimiento y nuestro compromiso así como también acompañar a otros para que lo consigan también Esta nueva edición actualizada incluye los cambios en el mundo laboral actual y revoluciona el enfoque tradicional de la cultura organizativa a través de los reveladores ejemplos contemporáneos y de los ejercicios prácticos seremos capaces de garantizar el valor a la confianza y la responsabilidad y defender la inclusividad como modelo indispensable de colaboración Asimismo aprenderemos a evaluar los beneficios del coaching como retorno de inversión una labor indispensable para cualquier empresa u organización Un manual que sigue adaptándose a las nuevas realidades para formar líderes comprometidos y de éxito y posicionarse otra vez a la vanguardia del coaching profesional y del desarrollo del liderazgo Coaching John Whitmore, 2003 Coaching Personal Ángela Rodríguez González, 2019-02-01 El coaching personal consiste en liberar el potencial de las personas en diferentes ámbitos de su vida definiendo una meta y objetivos medibles y alcanzables en un período corto de tiempo siendo un método de aprendizaje óptimo que ayuda a alcanzar el máximo rendimiento Los pilares básicos del coaching personal son El Autoconocimiento a través de la toma de conciencia La Responsabilidad sabiendo que los cambios dependen de la persona que realiza el proceso coachee La Acción para cambiar las situaciones hay que actuar En este libro abordaremos los aspectos fundamentales del coaching personal así como las principales herramientas para desarrollarlo y las competencias necesarias

para ser un buen coach personal *Coaching personal* Ángela Rodríguez,2022-07-21 El coaching personal consiste en liberar el potencial de las personas en diferentes mbitos de su vida definiendo una meta y objetivos medibles y alcanzables en un periodo corto de tiempo siendo un m todo de aprendizaje ptimo que ayuda a alcanzar el m ximo rendimiento Los pilares b sicos del coaching personal son El autoconocimiento a trav s de la toma de conciencia La responsabilidad sabiendo que los cambios dependen de la persona que realiza el proceso coachee La acci n para cambiar las situaciones hay que actuar En este libro abordaremos los aspectos fundamentales del coaching personal as como las principales herramientas para desarrollarlo y las competencias necesarias para ser un buen coach personal **Prácticas de Coaching, 2a Edición** Sylviane Cannio,2008 Qui nes podr an escribir una obra como sta mejor que Syviane y Viviane Ning n libro me ha ense ado tanto sobre lo que realmente es el coaching He aprendido mucho analizando escuchando y leyendo los casos expuestos Espero que a vosotros os ocurra lo mismo John Whitmore El coaching es un m todo que permite acelerar la b squeda de los recursos que cada uno de nosotros llevamos dentro Este libro es una poderosa herramienta que nos permite descubrir el camino m s eficaz para hacer aflorar esa energ a interior y su beneficiosa aplicaci n en el mundo de la empresa Marcos Urarte Presidente del Grupo Pharos Con un enfoque muy pr ctico y ecl ctico Viviane y Sylviane muestran c mo funciona un proceso de coaching apoy ndose en m ltiples modelos te ricos y herramientas muy variadas Ovidio Pe alver Socio director de ISAVIA *Coaching* ICB Editores,2017-07-18 El Coaching es una metodolog a que consigue el m ximo desarrollo profesional y personal de las personas y que da lugar a una profunda transformaci n generando cambios de perspectiva y aumento del compromiso y la responsabilidad lo que se traduce en mejores resultados Desde esta obra se aborda sus or genes su evoluci n y su futuro dando a conocer las fuentes m s habituales para el coaching los distintos tipos de coaching que existen actualmente y las competencias necesarias para ser un buen coach *Coaching for Performance, 6th edition* John Whitmore,Tiffany Gaskell,2024-09-12 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 provides a foundation for those who want to understand the potential and power of coaching The Sixth Edition is a must read and a want to read with updates powerful case studies and empirical evidence of coaching making a difference having lasting impacts and transforming societies Magdalena N Mook CEO International Coaching Federation 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 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* , **Coaching** John Whitmore,2016 **Le guide du coaching au service de la performance - 5e éd.** Sir John Whitmore,2023-09-06 L ouvrage de John Whitmore est devenu en quelques ann es la r f rence dans le domaine du coaching Il repara t ici profond ment modifi et actualis et sous une nouvelle pr sentation Le Guide du coaching est devenu le livre de r f rence des coachs des dirigeants des responsables RH et de nombreux professionnels dans le monde entier Best seller international initiateur de l influent mod le GROW ce livre est le texte fondateur du coaching professionnel John Whitmore explique pourquoi c est en donnant aux gens la possibilit d exprimer le meilleur d eux m mes que l on contribue le mieux la productivit la croissance et leur implication Une culture d entreprise fond e sur un coaching r fl chi permet de transformer la nature des relations entre les collaborateurs et leur organisation et de les accompagner sur le chemin de la r ussite long terme crit par Sir John Whitmore pionnier du domaine et Performance Consultants leader mondial du secteur cette dition profond ment remani e et augment e va r volutionner l approche traditionnelle de la culture des organisations Des exercices pratiques in dits de nouveaux exemples d entreprise et des dialogues suppl mentaires ainsi qu un glossaire fran ais anglais des termes du coaching renforcent les qualit s p dagogiques du texte Un nouveau chapitre essentiel explique comment mesurer les b n fices du coaching en termes de retour sur investissement Forte de ces atouts cette nouvelle dition marquera l histoire du coaching professionnel et du leadership Le coaching est une technique de formation la performance d sormais pratiqu e dans toutes les entreprises Ce guide c l bre dans le monde entier en est la r f rence incontournable **Coaching** Sir John Whitmore,2011

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