

# What to Look for in an Executive Coach



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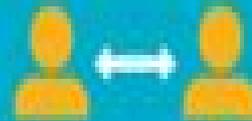
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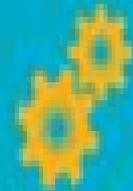
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Values



Coaching Style



Methodologies

# Choosing An Executive Coach

**Karen Kirkland Miller**



## **Choosing An Executive Coach:**

*Choosing an Executive Coach* Karen Miller Kirkland, 2001 Annotation Leadership in the top management ranks is often a lonely business. It can be difficult to get accurate feedback for example and it gets more difficult the higher you move in an organization. Many managers are reluctant to open up to colleagues and sometimes it may be ill advised to do so. Yet it is difficult to improve leadership skills and job performance without input from others about strengths, weaknesses, and options for improvement. Many managers recognize that to focus their personal development plans they need the uninterrupted time and attention of a skilled objective facilitator. This guidebook is for managers who are considering executive coaching as a tool in their personal leadership development. It describes what executive coaching is and can help you decide whether coaching is appropriate for your situation. You will also learn how to locate and select a qualified coach with the professional and personal credentials and characteristics that match your developmental needs so that you can achieve the goals you've set.

**Choosing an Executive Coach** Karen K. Miller, Center for Creative Leadership (CCL), Wayne Hart, 2007-03-19 As managers move higher in an organization it can be more difficult for them to get accurate and unbiased input about their performance and leadership skills. Many recognize that to focus their personal development plans they need the uninterrupted time and attention of a skilled objective professional, an executive coach. This guidebook is for managers who are considering executive coaching as a tool in their personal leadership development. It describes what executive coaching is and can help them decide whether coaching is appropriate. Readers will also learn how to locate and select a qualified coach with the professional and personal credentials and characteristics that can help them achieve their goals. Publisher's website

[Coaching in Organizations](#) Madeleine Homan, Linda J. Miller, 2008-03-31 Learn the secret to success in your business coaching program. Coaching in organizations has grown substantially over the past ten years with businesses spending millions of dollars on coaching programs in the United States alone. Without a universal understanding of what coaching is, however, executive coaches and consultants may become frustrated with what appears to be little or no tangible results from their corporation's investment. How can your company experience an observable return on investment through its coaching program? From The Ken Blanchard Companies, a leading global corporate training firm, comes a powerful guide designed to help executive coaches and managers implement programs that work for their organizations. With *Coaching in Organizations*, your business can learn how to establish a top quality coaching climate, support learning, achieve strategic objectives, and build up leadership development. Look at internal and external coaching and the roles and competencies of each. Put the right elements to work to get the most from your coaching program. Develop a coaching program that creates sustainability and ensures a real return on your organization's invested training dollars. Written by two master certified business coaches and leaders in the business coaching field, *Coaching in Organizations* equips human resource and organizational development professionals as well as JavaScript sendForm beginning to expert coaches with the tools and methodologies they need to help

clients become more effective leaders within their organizations *An Ideas Into Action Guidebook* Karen Kirkland Miller, 2001 *Executive Coaching* Stuart McAdam, 2005 Emphasizes the importance of commitment from coach individual and sponsor if coaching is to be of real benefit This book provides an insight into executive coaching for those who are contemplating of becoming an executive coach and are considering using the executive coaching process for their organization or for themselves **The Leadership Coaching Sourcebook** Johnathan K. Nelson, 2011 Each article is described with an outline that details its relevant sections design and methodology findings and implications originality and value and strengths and limitations Choosing Change: How Leaders and Organizations Drive Results One Person at a Time Walter McFarland, Susan Goldsworthy, 2013-11-08 A powerful new model for driving positive change in any business In *Choosing Change* two renowned leaders in the field of organizational change teach business leaders how to create change leaders and change focused companies a two pronged approach that has been proven effective Part One leverages cutting edge thinking from psychology neuroscience and executive development to provide real actionable help in the creation of a 21st century change leader Part Two explores organizational theory management and organizational learning to provide real and actionable help in creating a new kind of change focused organization that integrates change into organizational DNA Walter McFarland is 2013 Chairman of ASTD and a consulting executive focused on the leadership of large scale organizational change He is a former Senior Vice President at Booz Allen Hamilton Susan Goldsworthy is a Master International Coach author and former Olympic finalist She teaches and speaks internationally on the topics of executive development leadership and change **Becoming an Exceptional Executive Coach** Michael Frisch, Robert Lee, Karen L. Metzger, 2012 Business management **The Wisdom of Coaching** Richard R. Kilburg, Richard C. Diedrich, 2007 Essential articles originally published in the Consulting Psychology Journal Practice and Research delve into what it means to coach senior executives in the worlds major corporations This volume offers practical guidance through the numerous case studies conceptual approaches and methods collected in this volume The Center for Creative Leadership Handbook of Coaching in Organizations Douglas Riddle, Emily R. Hoole, Elizabeth C. D. Gullette, 2015-01-26 Effect better outcomes with a robust coaching program The CCL Handbook of Coaching in Organizations deals with the practical ethical and political challenges of coaching within an organization From coaching superiors to coaching business teams this book outlines the Center for Creative Leadership CCL approach to professional coaching to help readers better manage leadership development and talent management program outcomes With expert guidance on the key functions of human resources learning and development and organizational development readers will gain insight into the issues associated with coaching program implementation and management and the use of internal versus external coaches Coverage includes a wide range of coaching based services used in most large organizations with practical advice on creating the right programs for maximum impact within the available budget Professional development is a hot topic and plays a key role in attracting and retaining the

best talent Coaching is a broad area within the field encompassing a range of services and goals with varied expectations and requirements This book provides actionable guidance for those designing initiating and implementing coaching programs with new approaches and techniques that drive better outcomes Provide direct coaching within an organization Manage coaching systems and programs Initiate and lead mentoring and peer coaching programs Manage external coaches and deal effectively with coaching suppliers An ideal coaching program must balance need with budget and be tailored to the requirements and resources of both the organization and the participants It s a complex undertaking but the right strategy and planning can lead to even better than expected outcomes For the human resources professional who wants to strengthen an organization s coaching program CCL Handbook of Coaching in Organizations is a thoughtful reference for a specialized function

### **Choosing an Executive Coach - The Influence of Gender on the Coach-Coachee Matching Process**

David Gray,2015 Coaching has enjoyed substantial commercial growth but empirical support for its effectiveness is limited Nowhere is this more so than in the matching process between coach and coachee This study describes the results from a coaching programme in which coachees were asked to reflect on and justify their choice of coach Initial qualitative results suggested that female coachees favoured the choice of female coaches partly as a role model of business success Male coachees tended to justify the selection of a female coach as more approachable for the discussion of sensitive personal issues A minority of male respondents also displayed sexist attitudes in their comments on the selection process Subsequent quantitative analysis of the data however revealed no bias towards the choice of either female or male coaches While the results show no statistical significance in gender choices for a minority of coachees gender is a rather surprising factor in the selection process

Encyclopedia of Applied Psychology Charles Spielberger,2004-09-02 Encompasses topics including

aging geropsychology assessment clinical cognitive community counseling educational environmental family industrial organizational health school sports and transportation psychology Each entry provides a clear definition a brief review of the theoretical basis and emphasizes major areas of application

Coached to Lead Susan Battley,2006-03-24 Coached to Lead is the first consumer s guide to executive coaching Drawing on her twenty years of experience and direct research with an elite international clientele renowned CEO coach Susan Battley offers step by step advice for achieving the same extraordinary results that top leaders get from executive coaching Filled with insider tips engaging real life cases and handy checklists and sample documents Coached to Lead will help anyone who considers working with a professional coach to make smart decisions that maximize valuable resources Battley reveals all the insider secrets about coaching how to determine your coaching readiness how to choose the right coach and how to use a winning five step coaching model She covers all the issues commonly raised as well as not so obvious situations and troubleshooting

The Art and Practice of Leadership Coaching Howard Morgan,Phil Harkins,Marshall Goldsmith,2011-01-07 Leadership coaching has become vitally important to today s most successful businesses The Art and Practice of Leadership Coaching is a landmark resource that

presents a variety of perspectives and best practices from today's top executive coaches. It provides valuable guidance on exactly what the best coaches are now doing to get the most out of leaders for now and into the future. Revealing core philosophies, critical capabilities, and the secrets of coaching success, this one-of-a-kind guide includes essays from fifty top coaches, including Ken Blanchard and Frances Hesselbein. Packed with cutting-edge ideas and proven best practices, this is the definitive source of information for anyone dealing with coaching.

*Coach Yourself to Win: 7 Steps to Breakthrough Performance on the Job and In Your Life* Howard M. Guttman, 2010-10-13. A proven process for changing the way you behave, used by a renowned executive coach for more than 25 years. Are you able, ready, and willing to permanently change your behavior? Permanently replacing deeply ingrained behaviors with new ones is one of the hardest challenges to overcome. But in *Coach Yourself to Win*, master executive coach Howard Guttman combines his own expert insight and deep, extensive coaching experience to create a step-by-step process that you can follow to change the behaviors that have been holding you back from what you truly want. Unlike many self-help books offering advice on how to improve either your career or your personal life, *Coach Yourself to Win* bridges the two worlds in order to help you improve your performance, whether you're earning your living or living your life. *Coach Yourself to Win* is written for the vast number of people who seek to create a new future for themselves. To help you achieve breakthrough performance on the job and in your life, you will learn to master a practical, tested self-coaching process that will enable you to:

- Clarify, set, and stay committed to realistic intentions.
- Zero in on what holds you back.
- Find the support you've been lacking.
- Develop a path for change.
- Evaluate yourself along the way.
- Make necessary corrections to your plan.
- Realize your intention to achieve a new you.

*Coach Yourself to Win* provides an easy-to-follow seven-step plan that will generate lasting positive change in your professional and personal life. To help you implement the plan, Guttman provides a dedicated Web site, [www.coachyourselftowin.com](http://www.coachyourselftowin.com), where you will find all the supporting materials you will need as you go through the process, because you are the key to the happy ending you desire.

*Mastering Executive Coaching* Jonathan Passmore, Brian Underhill, Marshall Goldsmith, 2018-12-07. This book aims to enrich the knowledge and toolkit of executive coaches and help them on their development path towards mastery. Edited by three leading practitioners, it brings together the expertise of an international range of Master Coaches and provides evidence-based, practical chapters across a broad range of topics, including contracting, ethical dilemmas, coaching board members and non-executive directors, and the use of psychometrics. *Mastering Executive Coaching* will be essential reading for executive coaches, consultants, and trainers who are looking to develop their practice. It will also be highly relevant for Masters-level students of coaching and coaching psychology.

*The 21st Century Executive* Rob Silzer, 2002. An essential resource for building and maintaining an effective leadership team, this book gives HR professionals and IO practitioners a greater understanding of executive dynamics, development tools, and proven techniques for managing executives. Written by top-notch practitioners, this volume explores executive performance and documents unique to executive-level human resource

applicaitons It shows how effective executive performance is qualitatively different from that of middle level managers It also outlines today s state of the art corporate human resource practices along with lessons learned and provides guidelines and principles related to effective executive practices Leadership Coaching: When It's Right and When You're Ready Doug Riddle,2008-11-01 As managers move higher in an organization it can be more difficult for them to get accurate and unbiased input about their performance and leadership skills Many managers recognize that to focus their personal development plans they need the uninterrupted time and attention of a skilled objective professional a coach This publication extends and improves on CCL s knowledge first articulated in the Ideas Into Action Guidebook Choosing an Executive Coach and it draws from CCL s extensive coaching practice as detailed in The CCL Handbook of Coaching A Guide for the Leader Coach Leadership Coaching places coaching in its proper place as a means of leadership development to be integrated with other methods It helps readers figure out how to evaluate their readiness for coaching and how to engage a coach to achieve the most benefit It also provides practical guidance for executives who are being urged to take coaching or who have coaching provided for them as part of a leadership development initiative **Leadership Resources** ,2000 *The Art of Executive Coaching* Nadine Greiner,2018-10-09 Embrace the Power of Executive Coaching As businesses become more complex they tend to lean on their high performers to fend off competitors innovate and pivot to unexplored markets But who do these executives and leaders turn to when they need to refine their own skills Executive coaches In The Art of Executive Coaching Dr Nadine Greiner takes you behind the scenes with nine stories of executive coach Alice Well and her clients Follow along as she lets you in on the secrets tips and tricks to unlocking the transformative performance results leaders need With Alice s help these individuals learn to adapt their personal leadership styles illuminate their blind spots and adopt new ways of relating and managing to benefit their teams and organizations But it s not all smooth sailing Dr Greiner shares Alice s bumps along the way too With this book aspiring executive coaches will understand why coaching works so well why certain techniques enable leaders in sales tech healthcare and more to achieve dramatic results in a relatively short time There is no one size fits all approach to executive coaching As these stories show you must adapt your approach to meet the unique needs traits and habits of each leader That s part of what makes the business of executive coaching thrilling and increasingly in demand No executive is perfect there s always room for improvement The skilled executive coach helps make this possible

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