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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 California. Court of Appeal (2nd Appellate District). Records and Briefs California (State), Small Business Sourcebook ,2010 **The Five Minute Coach** Lynne Cooper, Mariette Castellino, 2012-04-30 Lynne Cooper is an accredited coach and coach supervisor who works with individuals teams and organisations and has co developed the FIVE MINUTE Coach as a tool for busy managers to transform the way they and their teams work She is the author of Business NLP for Dummies Mariette Castellino is a coach team coach and facilitator in the public private and voluntary sectors She is one of the pioneers of the application of Clean Language and Symbolic Modelling in organisations she co developed the FIVE MINUTE Coach and is currently using it to facilitate new thinking in businesses as well as all kinds of communities **The Quality Management Journal** ,1997

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