



COACHING for PERFORMANCE

The principles and practice of
coaching and leadership

5th
Edition

SIR JOHN WHITMORE

Performance Consultants International

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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

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

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

Coaching and Mentoring , 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

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Coaching for Performance Sir John Whitmore, 2014-05-14 The bestselling bible of the coaching industry provides an in depth look into maximizing performance This revised and expanded fourth edition has four new chapters including a critical examination of the future of coaching and its applications in times of crisis and change *Coaching For Performance* John Whitmore, 1995

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