

What to Look for in an Executive Coach



Expertise



Credentials



Capacity



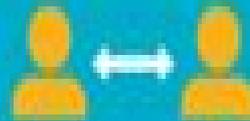
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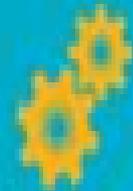
Communication



Values



Coaching Style



Methodologies

Choosing An Executive Coach

Howard M. Guttman



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

An Ideas Into Action Guidebook Karen Kirkland Miller, 2001 *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

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.

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.

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.

Becoming an Exceptional Executive Coach Michael Frisch, Robert Lee, Karen L. Metzger, 2012 Business management

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 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 world's 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 **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 *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 I O 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 **the Becoming an Exceptional Executive Coach** Michael H. Frisch,Robert J.

Lee,Karen L. Metzger,Jeremy Robinson,Judy Rosemarin,2011-07-05 Written by five leading executive coaches Becoming an Exceptional Executive Coach is the answer to any businesses need for more individualized development resources Drawing on their varied backgrounds the authors show you that coaching is about more than simply learning a set of skills Rather it s a whole person activity one in which coaches connect to and serve clients in unique and personal ways to help them grow in work and in life You ll learn how to draw on your professional experience knowledge of organizationally relevant topics strong helping skills coaching specific competencies and most important your ability to use your own intuition to become a more effective leadership coach You will examine the crucial content areas that drive their work such as engagement goal setting needs assessment data gathering feedback development planning With case studies that bring the material to life in each chapter and a plethora of additional charts development plans and contracts Becoming an Exceptional Executive Coach continues the discussion of the role of coaching in organizational contexts and equips you to develop your own winning strategies that will advance their careers and the careers of countless others 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

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 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

Human Resource Planning ,2007

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