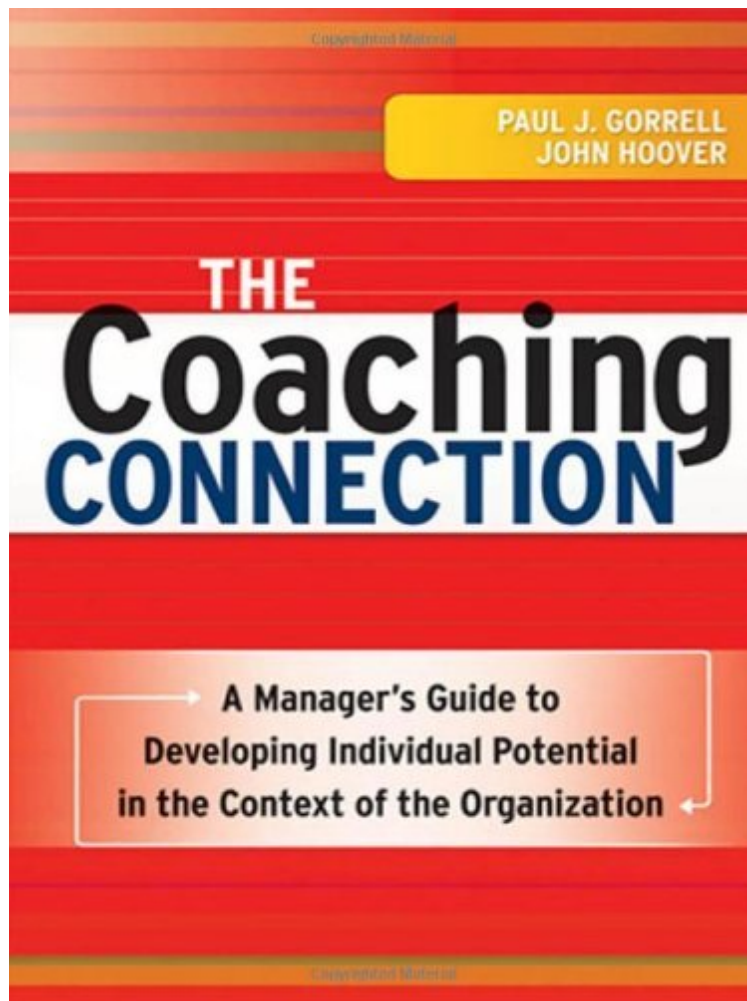


(Download ebook) The Coaching Connection: A Manager's Guide to Developing Individual Potential in the Context of the Organization

The Coaching Connection: A Manager's Guide to Developing Individual Potential in the Context of the Organization

John Hoover

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John Hoover : The Coaching Connection: A Manager's Guide to Developing Individual Potential in the Context of the Organization before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Coaching Connection: A Manager's Guide to Developing Individual Potential in the Context of the Organization:

Coaching has traditionally focused entirely on the individual...sometimes even at the expense of improving measurable business results for the company. Now, The Coaching Connection shows managers how they can use contextual coaching to simultaneously promote both individual and organizational growth. The book helps readers align what

individual contributors do best with what organizations need most, ensuring everyone involved their highest probability for success. Readers will find a coaching methodology that takes into consideration factors such as strategy, organizational structure, corporate culture, and company-wide communication. The book includes a 360-degree assessment covering the ten most essential skill sets of well-balanced and effective leaders, as well as systems for measuring and managing talent. This is an essential guidebook for companies seeking to improve their people...and their bottom line results.

“...the book is a good first step in leadership coaching.” -- Inland Empire Business Journal From the Inside Flap In recent years, business coaching has become increasingly popular — even mainstream — as organizations strive for the immediate results coaching often delivers, and high-potential employees regard it as a ticket to their next shiny object. But coaching that traditionally focuses entirely on the individual often fails to produce measurable business results for the organization. Shouldn't the sponsoring enterprise reap the benefits of coaching, too? And should companies worry that the coaching experience may cause valued employees to stray from their mission or even motivate them to leave the organization altogether? Ideally, coaching is a three-way partnership among the coach, the individual being coached, and the organization — in which all involved agree on reasonable expectations and specific outcomes. To deliver the best return on investment, effective coaching must be as much concerned with the organization's goals and strategic objectives as it is with the individual's growth and development. The Coaching Connection presents a useful framework for creating a coaching culture throughout your organization whether you're a coach-at-large, a mentor, an onboarding specialist, a career coach, a manager in an advisory/guidance role, or even an individual being coached. You will become expert in Contextual Coaching, a methodology that can help align what individuals do best with what organizations need most, ensuring a win-win for all involved. Authors Gorrell and Hoover take you step-by-step through the process, covering strategy, structure, culture, communication, talent systems and solutions, as well as team dynamics and competencies. You will learn:

- The single key success factor underlying most positive outcomes in coaching
- How to align coaching design and execution with organizational strategy
- A winning formula to address the three crucial ways individuals enhance — or inhibit — alignment
- How to build a compelling case for an enterprise-wide coaching culture
- Methods for dealing with the difficult or recalcitrant coaching client
- Whether to use a consultant as a coach or train an employee
- How to apply a 360-degree assessment that covers the ten most essential skills sets of well-balanced, effective leaders

If you are new to coaching, this book outlines the beginning of an exciting journey. If you're an experienced coach, you are about to learn and apply a new systemic model that aligns the growth and development needs of the individual with the growth and development needs of the organization. As the authors say, “Coaching is never only about the organization nor is it about individuals in isolation. It is about all of it, all of the time.” Paul J. Gorrell, Ph.D., is the Managing Director of the Human Capital Consulting practice at Partners in Human Resources International (WeMakeTalentWork.com). He has 15 years of consulting experience designing and implementing human capital strategies for middle market and Fortune 500 organizations. John Hoover, Ph.D., a former executive with the Walt Disney Company and McGraw-Hill, is a thought leader on the power of communication in the organizational change process. He also works for Partners in Human Resources International, and is on the American Management Association faculty. From the Back Cover If coaching is indeed the essence of everything positive about learning and development, then knowing where and when to apply it is essential to maximizing its positive impact. The Coaching Connection puts it all into context: the coach, the individual being coached, and the sponsoring organization. This essential guidebook is for you if you're seeking to improve your people...and your bottom line results. Does your company need a cohesive, systematic, and strategic approach to coaching? Here are the most popular reasons for coaching:

- Onboard a new staff member
- Addressing specific performance and productivity issues
- Sharpening the skills of high-potential candidates considered for promotion
- Transitioning employees to new domestic or international assignments
- Aiding people in dealing with stress and anxiety on the job
- Assisting executives in assuming their roles in the big-picture strategy
- Helping individuals improve their attitude

If any of these resonate within your organization, you'll find methods, solutions, and approaches to deal with them in The Coaching Connection. Advance Praise for The Coaching Connection

- “Growing great leaders is tough. The Coaching Connection just made it much easier by providing specific and practical guidance that will improve the outcome of any coaching engagement for the individual and the organization.” — Marc Effron, Vice President, Talent Management, Avon Products; author of One Page Talent Management: How to Build Better Leaders, Faster
- “Coaching is an essential tool for management, particularly in these economic times. The Coaching Connection provides a thoughtful and brilliantly written guidebook for any manager looking to enhance personal and organizational effectiveness.” — Leni Wildflower, Ph.D., Director, Evidence Based Coaching, Fielding Graduate University
- “The Coaching Connection makes the timeless point that everybody needs to win from coaching — customers, colleagues, and the organization that employs them.” — Danny Cox, author of Leadership When the Heat's On; and member of

