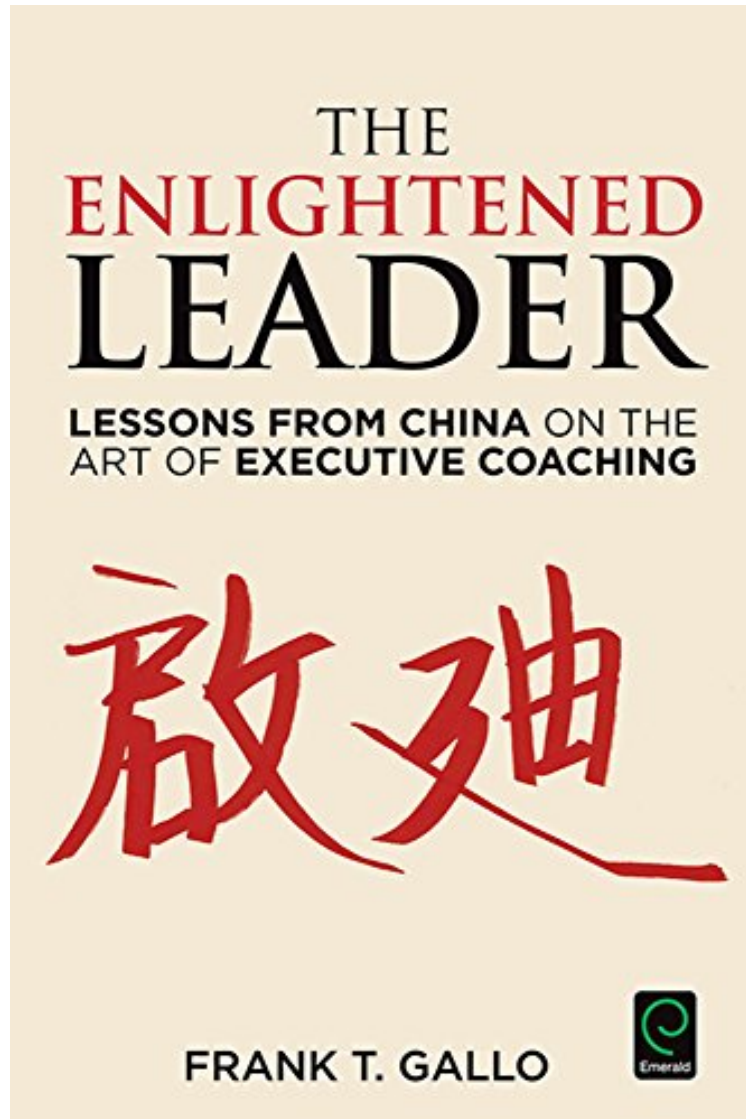


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The Enlightened Leader: Lessons from China on the Art of Executive Coaching (0)

Frank T. Gallo

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1 of 1 people found the following review helpful. A Handbook for Executive Coaching and Coaches in ChinaBy laurens van den muyzenbergThe author has worked as a coach of managers in China for more than a decade. The book presents many examples of what he learned and experienced in China. Most of the applications refer to cases with

multinational companies that operate in China. The coaching described covers both of non-Chinese managers operating in China and of Chinese managers working in companies with headquarters outside China. The book is very useful for companies that plan to engage a coach in China and for coaches that operate in China. Using coaches by multinational companies in China is quite common, with a high level of satisfaction according to a recent survey. Fees are respectable with hourly fees reported in a 2015 survey in 50% of the cases between US\$ 300 and US\$ 600. The question of what is different and similar between China and primarily the USA is described from many different points of view making it clear that there is not a simple answer. On the one hand non-Chinese coaches report that coaching works as well in China as elsewhere. On the other hand it takes longer to establish a relationship of trust, explain the differences between coaching, consulting and training and that family relations and spiritual values in Buddhism, Daoism and Confucianism need to be considered. One point is clear to be a successful coach in China you have to be interested in finding out what is special about China

This will be one of the very first books written in English specifically focused on executive coaching in China. It is an enormously popular subject, following the exponential growth in demand for executive coaching in China, combined with a shortage there of experienced coaches. Drawing on his many years' experience of working with both Chinese and Western executives, Frank Gallo explains the underpinnings of Chinese culture, how these impact the approach to coaching, and how typical best Western coaching practices may need to be modified in China. The book covers in detail the issues that executives in China must know how to deal with, highlighting nine key lessons. Each of these lessons is backed up by interview comments from foreign and Chinese executive coaches, several case examples, and key learnings. The Enlightened Leader provides company executives and their coaches an invaluable road map to successful coaching for leadership roles in the new China.

Author Frank T. Gallo presents students, academics, and professionals working in a wide variety of contexts with an examination of Chinese business practices and executive coaching in China. The author has organized the sixteen chapters that make up the main body of his text into three parts devoted to an overview, common executive coaching issues in China, and the impact of Chinese philosophy on coaching. Individual chapters are focused on enlightenment, expectations, competencies, engagement, empowerment, communication, the future of coaching in China, and a wide variety of other related subjects. --Annotation copy; 2015 Ringgold Inc. Portland, OR (protoview.com) About the Author Frank T. Gallo - Calypso Consulting, China