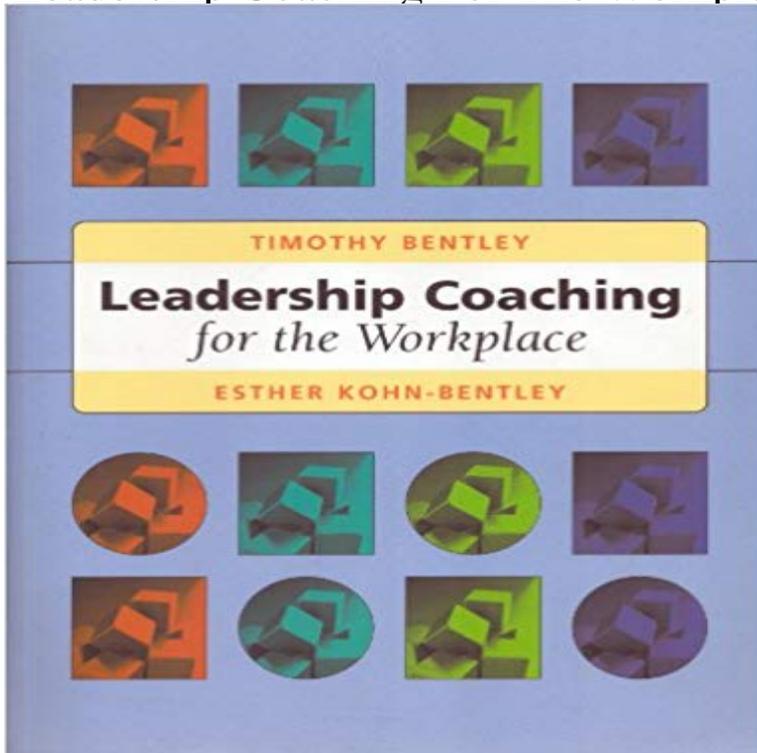


Leadership Coaching For The Workplace



The authoritative guide to coaching in organizations, *Leadership Coaching For The Workplace* describes the phases of the coaching encounter in detail, suggests clear development goals for coaches, and illuminates the unique Deep Learning Process developed by the authors. Esther Kohn-Bentley and Timothy Bentley are pioneering coaches who have worked with challenging clients. With their background as psychotherapists, they are able to tackle complex issues and help prevent relapses. In 1998, recognizing the value of external feedback for those they were coaching, they developed Panoramic Feedback, the first successful online 360-degree feedback system. Based on their understanding of coaching, it has developed into a world leader in feedback tools. The chapters of *Leadership Coaching For The Workplace* include: 1. Developing Leadership For A New Age: Changes in the world of work require more of leaders than ever before. 2. Coaching As Evolutionary Magic: How coaching uses basic human relationships to inspire and support leaders in the workplace. 3. The Person Of The Workplace Coach: The skills and personal qualities coaches need to develop in order to work successfully and do no harm. 4. The Deep Learning Process: How coaches can understand their coachees in depth, engage them at the deepest levels, and support the retention of their learning. 5. Contracting Phase Of Coaching: How clear agreements as coaching begins avoid disappointment later. Sample forms. 6. Assessment Phase: How the discovery of essential information speeds the coaching process, including level of self-awareness, expectations, strengths and limitations. 7. Enriched Assessment: Use of guided interviews, 360-degree feedback, Myers-Briggs, Situational Leadership, Leadership IQ, Negotiating Style Profile, Thomas-Kilmann Mode Instrument, Hogan Personality Inventory. 8. Development And

Integration Phase: Structure of a coaching session, agenda building, celebration of successes, addressing difficulties and blocks, use of teaching, action planning, effective conclusions. 9. Completion Phase: Evaluation with coachee and organization, forms, followup.

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