

What to Look for in an Executive Coach



Expertise



Credentials



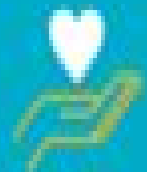
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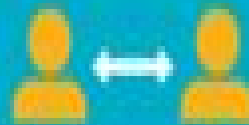
Location



Communication



Values



Coaching Style



Methodologies

Choosing An Executive Coach

**Andromachi Athanasopoulou, Sue
Dopson**



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 [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. *Executive Coaching* Stuart McAdam, 2005 Emphasizes the importance of commitment from coach, individual, and sponsor if coaching is to be of real benefit. This book provides an insight into executive coaching for those who are contemplating becoming an executive coach and are considering using the executive coaching process for their organization or for themselves. **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

The Leadership Coaching Sourcebook: A Guide to the Executive Coaching Literature Jonathan Nelson, Lisa Boyce, Gina Hernaz-Broome, Katherine Ely, Gia A. DiRosa, 2011-04-15 Executive coaching is an increasingly popular means for developing organizational leaders This sourcebook provides a resource for both practioners and researchers interested in gaining or updating their understanding of the current state of the executive coaching field and to enable them to do so in a systematic manner By focusing on key research and practice in the executive coaching literature this sourcebook provides not only a mechanism for consolidating our thinking about leadership coaching issues but also a succinct reference for building future research efforts

Developing Leaders by Executive Coaching Andromachi Athanasopoulou, Sue Dopson, 2015-01-22 Executive coaching is a professional and personal development intervention that organizations introduce to address and improve those areas in managers and leaders behavior attitude and interactions with others that do not allow him her to work at full potential and also to further improve one s own strengths The end objective besides the development of the managers and leaders is for the organization to benefit in the long run from the coachee s improved performance The book provides a comprehensive overview of the executive coaching field both in terms of practice and in terms of relevant research on executive coaching outcomes It assesses the empirical research on executive coaching outcomes and links the executive coaching field with the fields of leadership and leadership development The book will be of value to both practitioners coaches HR professionals executives consultants etc academics and researchers with an interest in coaching or leadership development

Executive Coaching Anna Marie Valerio, Robert J. Lee, 2005-02-08 Executive Coaching is a consumer s guide for HR professionals and executives who want to be good clients and savvy consumers of coaching services Step by step the book defines what coaching is who uses it when and why In this comprehensive resource the authors outline the entire coaching process include key points on the readiness for coaching and clients first hand accounts of their coaching experiences Valerio and Lee describe the roles of the HR professional the client the boss and the coach and how all work together in order to achieve a successful coaching engagement

Critical Moments in Executive Coaching Erik de Haan, 2019-05-14 Critical Moments in Executive Coaching examines the change process supported by workplace and executive coaching making use of empirical evidence from the study of a range of real coaching conversations and coaching relationships It is both a complete handbook that for the first time gives access to a

global qualitative research base in the field of executive coaching and a look behind the scenes into the practice of both inexperienced and experienced coaches their clients and their commissioners Erik de Haan allows the reader access to the wealth of Ashridge empirical research in this field to date alongside prominent research groups around the world This book provides practitioners with a range of suggestions for their contracts backed up by qualitative and narrative research It looks at what research is already telling us about the value of coaching conversations and the impact of critical moments of change in coaching from the perspectives of coaches clients stakeholders and sponsors The detailed research findings outlined in the book are supplemented throughout by case studies and snapshots of coaching moments as well as practical advice and insights for those working in the field The book also brings forward innovative new models and concepts for coaches which have emerged from research Critical Moments in Executive Coaching offers an evidence and research based approach that will be of great interest to coaches in practice and in training students of both undergraduate and graduate coaching programmes and those who supervise and commission coaching

Executive Coaching Lewis R. Stern, 2009-04-06

Understand all the aspects of becoming an executive coach from acquiring training to marketing your practice with Executive Coaching Building and Managing Your Professional Practice Hands on information on topics like acquiring the right training and making the transition from other fields is written in an accessible manner by a successful and experienced coach Whether you re a novice or an established coach looking to expand your practice you will benefit from the step by step plan for setting up and operating a lucrative executive coaching practice

The Practice of Leadership Jay A.

Conger, Ronald E. Riggio, 2012-06-29 This book includes contributions from top scholars who outline the best leadership practices for the benefit of the practicing leader Each chapter focuses on a specific area of leadership practice and ends with a set of take away best practices in each area an executive summary in reverse that will serve as a quick reference for those who might want to peruse chapters but still extract the best practices as well as a summary for those who thoroughly read each chapter Jay Alden Conger and Ronald Riggio have brought together a galaxy of sophisticated yet practical experts on leadership stressing both the complexity and indispensability of both transactional and transforming leadership with the blessing of the pioneering student of leadership Bernie Bass James MacGregor Burns professor emeritus Willams College and Pulitzer Prize winner

The Center for Creative Leadership Handbook of Leadership Development Cynthia D.

McCauley, Ellen Van Velsor, 2004-01-16 The Center for Creative Leadership CCL is the world s largest institution devoted exclusively to leadership research and education For more than three decades CCL has studied and trained hundreds of thousands of executives and worked with them to create practical models tools and publications for the development of effective leaders and leadership This second edition of The Center for Creative Leadership Handbook of Leadership Development brings together the wealth of practical knowledge that CCL has gained from this experience It explores the essence of leadership development reveals how individuals can effectively enhance their leadership skills and demonstrates

what organizations can do to help build leaders and leadership capacity The book also includes a companion CD ROM that contains a library of classic CCL publications for practicing leaders

Coached to Lead Susan Battley, 2006-03-24 Coached to Lead is the first consumer's guide to executive coaching Drawing on her twenty years of experience and direct research with an elite international clientele renowned CEO coach Susan Battley offers step by step advice for achieving the same extraordinary results that top leaders get from executive coaching Filled with insider tips engaging real life cases and handy checklists and sample documents Coached to Lead will help anyone who considers working with a professional coach to make smart decisions that maximize valuable resources Battley reveals all the insider secrets about coaching how to determine your coaching readiness how to choose the right coach and how to use a winning five step coaching model She covers all the issues commonly raised as well as not so obvious situations and troubleshooting

Executive Coaching For Results (Easyread Large Bold Edition) Brian O. Underhill, 2007 Using Your Executive Coach Center for Creative Leadership (CCL), Wayne Hart, Karen Kirkland, 2011-08-17 If you are a manager or executive who is beginning a coaching engagement or who is considering a developmental plan that calls for an executive coach you need more than a desire to improve your leadership capabilities You also need to understand how to get the most from your work with a professional coach This guide can help you to understand the unique nature of a coaching engagement and to assess your readiness to embark on this method of professional development The book describes the three main elements of a coaching engagement assessment challenge and support and provides information on how you can collaborate with your coach in each of these aspects to get the maximum benefits from coaching You will also learn how to recognize and overcome your resistance to the disruption and discomfort brought about by the behavioral changes that coaching addresses

Advancing Executive Coaching Gina Hernez-Broome, Lisa A. Boyce, 2010-10-19 Praise for Advancing Executive Coaching Rich in content this book is an impressive and varied review of the field of coaching from a notable assembly of authors It is thought provoking yet practical and represents an important contribution to a fast moving field A must read for anyone interested in executive coaching and all organizations that want to implement coaching Marshall Goldsmith executive coach and author of the New York Times best sellers MOJO and What Got You Here Won't Get You There This excellent book on executive coaching takes the reader on an exciting journey of discovery and explores the link between practice and research A great resource for HR professionals and coaches Professor Stephen Palmer Ph D director of the Coaching Psychology Unit City University London United Kingdom If you are looking for a solid evidence based book on leadership and executive coaching look no further From tools and techniques to theoretical frameworks and practice advice on how to implement and measure leadership coaching it's all here A must have for the novice and experienced executive coach alike Enjoy Anthony M Grant Ph D director Coaching Psychology Unit University of Sydney The book offers both tested strategies and techniques and an exploration of emerging issues and new directions Cindy McCauley Ph D senior fellow at the Center for Creative Leadership The editors

have compiled an all star roster of authors who tackle issues from implementing and evaluating coaching programs to maximizing the effectiveness of individual coaching relationships This book will be a must have for anyone interested in world class executive coaching Kurt Kraiger Ph D 2010 SIOP President Professor and Director of the Industrial and Organizational Psychology Program at Colorado State University

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

The ABC's of Strategic Communication M. Larry Litwin, 2007-12 This Book portrays God s calling of an Afro American lad from the segregated Southern USA in 1957 and elevated him and his wife Dorothy to become two of the most outstanding Black Pioneer Missionaries in World Missions today They have evangelized and planted churches in over 95 countries and even more extensively in the 23 countries where Christians in Action Missions has ministries You will experience glimpses of fifty years of the Taylor s life and ministry beginning with Elgin s call to missions in 1957 while in the US Marines It Moves to their service as the First Black Missionaries to Japan 1959 64 Elgin Pastored studied Japanese and attended The University of Maryland earned his BA degree and later earned his MTh in California Dorothy a high school teacher taught at Okinawa Christian School and ran the youth ministry They transferred to Nigeria Africa but due to a civil war were evacuated to London England where they founded a Bible College an Evangelical Church and directed CinA s

Europe Africa and India Ministries for 15 years Returning to America 1980 they worked at the US Center for World Missions Pasadena CA with Dr Ralph Winters In 1982 Elgin was elected CEO of CinA Missions International the only known Afro American Director of a multi ethnic international cross cultural ministry during this time The book closes with the spotlight on their present involvement in Ghana West Africa where they lead medical outreach teams build churches and schools bore fresh water wells and hold leadership seminars They were appointed Chief and Queen Mother in the Broang Ahafo Region by the King Ohmahene Okatakayie Kodom IV in 2001 Today they are blessed with much remaining fruit in both the low places of the streets to the palaces of Kings to God be the Glory Coaching and Leadership for Organisational Success Archan Gupta,2025-01-03 The illustrations in this book are created by Team Educohack Coaching and Leadership for Organisational Success bridges the gap between managerial theory and practical application By focusing on organisational learning we emphasize change adaptability and the use of new knowledge to enhance effectiveness While the need for organisational learning is widely recognized there is often little agreement on how to achieve it This book offers clear strategies and insights to help organizations learn and use that knowledge as a competitive advantage We explore how people and knowledge are key determinants of organisational effectiveness This book provides practical coaching strategies that readers can apply immediately to drive successful change We also guide you in adopting a positive mindset that makes change feel achievable and within reach You ll gain valuable skills and understanding of a coaching style of leadership that fosters growth and success

This book delves into Choosing An Executive Coach. Choosing An Executive Coach is a vital topic that needs to be grasped by everyone, ranging from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Choosing An Executive Coach, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:
 - Chapter 1: Introduction to Choosing An Executive Coach
 - Chapter 2: Essential Elements of Choosing An Executive Coach
 - Chapter 3: Choosing An Executive Coach in Everyday Life
 - Chapter 4: Choosing An Executive Coach in Specific Contexts
 - Chapter 5: Conclusion
 2. In chapter 1, the author will provide an overview of Choosing An Executive Coach. This chapter will explore what Choosing An Executive Coach is, why Choosing An Executive Coach is vital, and how to effectively learn about Choosing An Executive Coach.
 3. In chapter 2, the author will delve into the foundational concepts of Choosing An Executive Coach. The second chapter will elucidate the essential principles that must be understood to grasp Choosing An Executive Coach in its entirety.
 4. In chapter 3, the author will examine the practical applications of Choosing An Executive Coach in daily life. This chapter will showcase real-world examples of how Choosing An Executive Coach can be effectively utilized in everyday scenarios.
 5. In chapter 4, this book will scrutinize the relevance of Choosing An Executive Coach in specific contexts. This chapter will explore how Choosing An Executive Coach is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Choosing An Executive Coach. The final chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Choosing An Executive Coach.

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Choosing An Executive Coach Introduction

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