

EDITION 3

James M. Hunt
Joseph R. Weintraub



The COACHING MANAGER

Developing Top Talent
in Business



Coaching Manager Developing Top Talent In Business

James M Hunt, Joseph R Weintraub



Coaching Manager Developing Top Talent In Business:

The Coaching Manager James M Hunt, Joseph R Weintraub, 2002-05-06 The Coaching Manager provides real world strategies for developing people in any organization Hunt and Weintraub bring together a new model of coaching along with a solid understanding of how business works A must read for leaders at all levels Roger Enrico former Chairman and CEO of PepsiCo Inc Managers and entrepreneurs alike will find The Coaching Manager to be of immense value in learning to coach as well as creating a coaching friendly environment Hunt and Weintraub give us an approach to coaching that managers can start using immediately This book belongs on every manager s bookshelf Arthur M Blank Co Founder and Retired Co Chairman The Home Depot Chairman President and CEO Atlanta Falcons Hunt and Weintraub impart solid insight and advice for developing leadership talent and inspiring performance through an innovative coaching model The depth of their research and experience with thousands of managers is relevant to any business leader interested in aligning talent with their organization I have participated in their leadership coach training program and recommend it to all leaders who value support and encourage their most precious assets the employees Patricia A Hickey R N M S M B A Vice President Cardiovascular and Critical Care Services Children s Hospital Boston Mass A rich wonderful resource for all managers wanting to develop the potential of their people In this one volume you ll find all the guidance tools and examples needed to become a master coach In a world where the capacity to coach is no longer nice to have but a necessity to know this is the book to buy Jay A Conger Professor London Business School and author of Building Leaders The Coaching Manager Developing Top Talent in Business introduces an easy to implement developmental coaching model based on the authors extensive work with thousands of managers executives and MBA students The goal is for managers to help employees learn and be more productive on a day to day basis This model encourages employees to take greater responsibility for their learning and development while forging a helping relationship between manager and employee Such an approach to management will lighten the emphasis on evaluation and create learning opportunities for all involved The book includes twenty real world cases self assessment tools and action checklists to deepen skills and understanding The Coaching Manager will benefit managers leaders and entrepreneurs in business and not for profit organizations those in MBA programs students in leadership organizational development and human resource management as well as participants in executive training programs

The Coaching Manager James Michael Hunt, Joseph R. Weintraub, 2017 **KEY FEATURES** The Coaching Manager Model simplifies core concepts and helps readers get at the essence of what it takes to be a coaching manager Real world cases illustrate coaching in a variety of environments and offer strategies for developing people within any organization Self assessment tools prompt readers to explore their existing notions of coaching and help readers create and sustain a coaching environment Action checklists deepen skill sets and provide experiential learning opportunities in the classroom and on the job Numerous practical examples and exercises encourage readers to apply the concepts and build

their skill set as a coaching manager NEW TO THIS EDITION New research and contemporary cases demonstrate how managers are using coaching to develop talent in our current economy A new section on entrepreneurial learning has been added to discuss coaching and development relevant to entrepreneurs New real world examples of diversity and technology help readers coach others different from oneself and show readers how to use technology to coach employees over vast distances *The Coaching Manager : Developing Top Talent In Business* Hunt,2002-09-01 The ultimate coaching goals as explained in this lucid book are To promote employee development through learning To build organizational capacity through sharing learning with others To build better relationships and more effective communication To promote employee retention

The Coaching Manager James M. Hunt,Joseph R. Weintraub,2016-04-13 The Coaching Manager Third Edition provides students and managers alike with the guidance tools and examples needed to develop leadership talent and inspire performance Using an innovative coaching model bestselling authors James M Hunt and Joseph R Weintraub present readers with a developmental coaching methodology to help employees achieve higher levels of skill experience greater engagement with organizations and promote personal development The thoroughly updated Third Edition reflects the authors latest research which focus on building and maintaining trust working with others who are different from yourself and coaching by the use of technology **The Complete Handbook of Coaching** Elaine Cox,Tatiana Bachkirova,David

Clutterbuck,2023-10-01 This fourth edition provides the most comprehensive guide to the field of coaching exploring a range of coaching theories and approaches genres and settings and professional issues It supports trainees and professionals to identify and develop a personal style of coaching Each chapter includes discussion questions to facilitate reflection on the topic further reading suggestions and case studies that help trainees make the crucial link between theory and practice Its three parts cover The theoretical traditions underpinning coaching such as cognitive behavioural gestalt and existential Contexts and genres such as life executive peer team and career coaching Professional issues such as ethics supervision continuing professional development standards and mental health issues This Fourth Edition comes with a new chapter on Diversity and Inclusion in Coaching updated content throughout on cross cultural coaching and updated Further Reading A new online Teaching Guide provides chapter teaching and assessment suggestions videos and further reading to help support trainees learning Thousands of practitioners and trainees across a variety of professions have been helped by this distinctive handbook From those working in health to education from business and management to psychology this unique handbook is an invaluable resource for any coaching career *The Coaching Organization* James M. Hunt,Joseph R.

Weintraub,2006-08-03 The Coaching Organization A Strategy for Developing Leaders is the only book to provide practical advice on how a company can strategically manage coaching initiatives that strengthen organizations and enhance employee engagement and growth Authors James M Hunt and Joseph R Weintraub offer best practices to help organizations deploy developmental coaching that drives leadership and employee effectiveness Key Features Offers a strategic view of how to

manage developmental coaching Coaching initiatives are often deployed on an ad hoc and unmanaged basis and as such often yield disappointing results This book provides a guide for the strategic management of coaching initiatives including executive coaching internal coaching coaching by managers and peer coaching so as to maximize their impact and value Presents credible and practical examples of successful coaching initiatives Case based research conducted by leading academics and practitioners illustrates how organizations can link coaching initiatives and organizational success Case studies from organizations such as Whirlpool Wachovia Children s Hospital Boston and Citizens Financial Group offer clear guidance on the organizational use of coaching Identifies assessment tools for developing and maintaining coaching initiatives Organizational and coaching competency tools are provided to help design appropriate organizational coaching initiatives select expert coaches and train internal peer coaches and coaching managers In addition the book offers no cost and low cost ideas to help organizations spend less money while achieving better results Intended Audience This is an excellent text for advanced undergraduate and graduate courses in Human Resource Management Human Resource Development Industrial and Organizational Psychology Organizational Effectiveness Executive Coaching and Leadership It is also a valuable resource for executives managers and human resource professionals Performance Management James W. Smither,Manuel London,2009-07-28 There has been a shift in HR from performance appraisal to performance management A new volume in the SIOP Professional Practice Series this book contains a broad range of performance management topics offers recommendations grounded in research and many examples from a variety of organizations In addition to offering state of the art descriptions of performance management needs and solutions this book provides empirical bases for recommendations demonstrates how performance management tracks and helps promote organizational change and exams critical issues This book makes an ideal resource for I O psychologists HR professionals and consultants In this comprehensive and timely volume Smither and London assemble an exceptional collection of chapters on topics spanning the entire performance management process Written by leading researchers and practitioners in the field these chapters draw on years of research and offer a blueprint for implementing effective performance management systems in organizations This volume is a must read for all those interested in performance management John W Fleenor Ph D research director Center for Creative Leadership **Boardroom Education** Michel Syrett,Jean Lammiman,2003-10-31 Effective Training Development is essential if you are to continuously get the best from your people and extend the knowledge shelf life of your company This module explores the vast array of options available to the HR function including on the job learning formal management education coaching and mentoring Cost effectiveness and measurable payback are also dealt with as cornerstones of any training and development activity The Coaching Manager: Developing Top Talent In Busines (Second Edition) James M Hunt And Joseph R Weintraub,2010-07 A tested approach to developing top performers in business Unlike coaching books that focus on performance problems The Coaching Manager presents a developmental coaching methodology that managers

can use to guide employees to achieve higher levels of skill experience greater engagement with organizations and promote personal development Clearly written without jargon specific coaching techniques are illustrated through short case studies and self assessment exercises that help readers apply the principles in their own lives *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

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