

Coaching

Elsevier - What is Coaching?



Description: -

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 - Kitsch
 - Populism
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 - Employees -- Coaching of -- Handbooks, manuals, etc. Coaching
 - Learning made simple Coaching
- Notes: Includes index.
This edition was published in 2007



Filesize: 44.68 MB

Tags: #Coaching #Employees #Effectively #to #Improve #Performance

Coaching

As much as you try to help, he or she is the one who is ultimately in charge of their growth and improvement. Coaching direction involves ensuring that employees stay focused and understand priorities. Psychotherapy is aimed to the past in order to improve the present.

What is Coaching?

Four common barriers are time, training, tools, and temperament. The emphasis is not on checking and monitoring but on developing a higher level of performance.

Coaching Employees Effectively to Improve Performance

But methods for achieving goals differ. Coaches with various educational and experiential backgrounds are certified at the associate, professional, and master level by the International Coach Federation. For instance, a worksite coaching program may include both individual counseling and group activities that emphasize the needs of the organization as well as those of the individual within the group.

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Determine how to remove these barriers, assuming one exists. Done well, coaching can help an employee continuously improve their skills, experience, and ability to contribute. That style is often described as coaching.

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Research has shown that when a manager operates under these assumptions, employees respond positively. Setbacks are opportunities for development. A coach is as much a mentor as a therapist.

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