The Coaching Habit
Two legendary coaches give golfers a powerful new approach to the game and to life. As coaches to some of golf’s top players, Pia Nilsson and Lynn Marriott have designed and refined a revolutionary way of teaching the game, with phenomenal results. They don’t believe in prescribing the same stance, grip, and swing to everyone, followed by hours of purposeless drilling. They don’t even believe in beginning with physical technique. Their success has proven to them that a great game begins with a great vision. Unlike any other golf book, Every Shot Must Have a Purpose offers cutting-edge techniques for integrating the physical, technical, mental, emotional, and social parts of a player’s game. The book's revolutionary pre-shot routine will improve your focus, leading to a golf swing that is not only successful but can be repeated under extreme pressure. Emphasizing the individual golfer rather than a rigid set of mechanics, their VISION54 method takes the frustration out of the game. Why 54? Because they believe it's possible to shoot a 54 (making a birdie on every hole of a par-72 course) if you have the right mind-set and well-honed intuitive power. An engaging read for the beginner or the seasoned golfer, Every Shot Must Have a Purpose is inspiration for life, not just the links.

HBR Guide to Coaching Employees
Have you ever been coached? In a group or in a team? If you could observe a group coaching session, would you get the full picture? Being Coached is not a how-to manual, nor is it narrowly focused on the role of the coach. In fact, the coach’s touch is light. Breakthroughs occur when leaders are in the middle of leading, engaging in peer coaching, or even in quiet reflection. Written from the multiple viewpoints of eight leaders in a group coaching program and six executives on a leadership team, Being Coached illustrates how creating a learning community promotes growth by making space for vulnerability and risk-taking. Simply put, it answers the question, “What is being coached like?”

Dare to Lead
Group coaching is rapidly becoming the preferred coaching option for businesses and individuals. Effective Group Coaching is a practical, resource rich, hands-on guide for the group coaching facilitator in one of the fastest growing new disciplines. Organizations, community groups and individuals are discovering that group coaching is an exciting and sustainable model and process for learning and growth. Written for internal and external coaches, HR professionals, trainers and facilitators wanting to expand their work into this area, this book provides tested methodologies and tools and tips. Both new and seasoned coaches will find the book a practical roadmap and go-to guide when designing, implementing and marketing their own group coaching programs. Case studies highlight how group coaching programs are being delivered globally through corporate and public programs, virtually and in person. Also, the author’s dedicated web site offers resources and articles available for downloading.

High Performance Team Coaching
Organizations are increasingly complex, requiring flexibility to implement significant, rapid change that goes beyond the ability of an individual leader or CEO. A high-performing and cohesive leadership team is critical for success. Leadership Team Coaching in Practice presents enlightening case studies on how leadership team coaching techniques have been applied internationally across a variety of teams types and industries, including professional services.
pharmaceuticals, airlines, healthcare and finance. With expert contributions from chief executives, team coaches, team leaders and consultants, this practical guide illustrates best practice tailored to the needs of each organization. This fully updated 2nd edition of Leadership Team Coaching in Practice includes new case studies and addresses hot topics in systemic leadership coaching theory. Answering questions such as how do you get the most from working across multiple teams? how should inter-team coaching be approached? and how do you coach millennials and tech start-ups?, it helps foster collective transformational leadership, whatever the business sector and type of team. Ideal for executive coaches, organizational development consultants (OD), HR leaders and aspiring managers, it shows how to develop leadership teams that can implement strategic change effectively and sustain competitive advantage.

Move Your Bus

Use this helpful book to learn about the leadership tools to fuel success, grow your team, and become the visionary you were meant to be. True leadership isn't a matter of having a certain job or title. In fact, being chosen for a position is only the first of the five levels every effective leader achieves. To become more than "the boss" people follow only because they are required to, you have to master the ability to invest in people and inspire them. To grow further in your role, you must achieve results and build a team that produces. You need to help people to develop their skills to become leaders in their own right. And if you have the skill and dedication, you can reach the pinnacle of leadership—where experience will allow you to extend your influence beyond your immediate reach and time for the benefit of others. The 5 Levels of Leadership are: 1. Position—People follow because they have to. 2. Permission—People follow because they want to. 3. Production—People follow because of what you have done for the organization. 4. People Development—People follow because of what you have done for them personally. 5. Pinnacle—People follow because of who you are and what you represent. Through humor, in-depth insight, and examples, internationally recognized leadership expert John C. Maxwell describes each of these stages of leadership. He shows you how to master each level and rise up to the next to become a more influential, respected, and successful leader.

Coaching Across Cultures

Coaching is an essential skill for leaders. But for most busy, overworked managers, coaching employees is done badly, or not at all. They're just too busy, and it's too hard to change. But what if managers could coach their people in 10 minutes or less? In Michael Bungay Stanier's The Coaching Habit, coaching becomes a regular, informal part of your day so managers and their teams can work less hard and have more impact. Coaching is an art and it's far easier said than done. It takes courage to ask a question rather than offer up advice, provide an answer, or unleash a solution. Giving another person the opportunity to find their own way, make their own mistakes, and create their own wisdom is both brave and vulnerable. It can also mean unlearning our 'fix it' habits. In this practical and inspiring book, Michael shares seven transformative questions that can make a difference in how we lead and support. And, he guides us through the tricky part—how to take this new information and turn it into habits and a daily practice. –Brene Brown, author of Rising Strong

The Art of Coaching

'This book is a must for anyone involved in organizational coaching' Adrian Moorhouse, Managing Director, Lane4 & Olympic Gold Medallist Coaching the Team at Work, 4e is the result of research over 20 years with practising team coaches and with major corporations around the world. It recognises that in a complex and constantly evolving business and social environment, teams can only keep up if they adapt frequently. But to adapt, they must have clarity about their internal and external systems and how these contribute to or undermine performance. There are multiple aspects of team function that underpins performance—and each influences and is influenced by the others. This revised edition explores the six most significant aspects: * Purpose and motivation * Systems and processes relating to external stakeholders * Relationships, especially within the team * Systems and processes relating to internal functions (such as quality and decision-making) * Learning (how the team adapts to keep up with the pace of change) * Leadership (how the functions of leadership are exercised within the team) When these aspects are aligned, a team can perform at its best; but when any one or more of the aspects is malfunctioning, the result is underperformance. This book helps team coaches develop their skills to support teams in understanding these complex dynamics and, as a result, in
developing more effective ways of working together.

The Team Coaching Toolkit

Make workplace conflict resolution a game that EVERYBODY wins! Recent studies show that typical managers devote more than a quarter of their time to resolving coworker disputes. The Big Book of Conflict-Resolution Games offers a wealth of activities and exercises for groups of any size that let you manage your business (instead of managing personalities). Part of the acclaimed, bestselling Big Books series, this guide offers step-by-step directions and customizable tools that empower you to heal rifts arising from ineffective communication, cultural/personality clashes, and other specific problem areas—before they affect your organization's bottom line. Let The Big Book of Conflict-Resolution Games help you to: Build trust Foster morale Improve processes Overcome diversity issues And more Dozens of physical and verbal activities help create a safe environment for teams to explore several common forms of conflict—and their resolution. Inexpensive, easy-to-implement, and proved effective at Fortune 500 corporations and mom-and-pop businesses alike, the exercises in The Big Book of Conflict-Resolution Games delivers everything you need to make your workplace more efficient, effective, and engaged.

Stakeholder Centered Coaching

The Art of Coaching is a book to shift thinking and open up new possibilities, to stimulate fresh insight, to adapt to your needs as a coach or manager and to use creatively in practice. Written by two experienced, highly qualified international coaches and supervisors, this creative book offers ideas to use across the range of coaching contexts including leadership, decision making, change and supervision. Combining brand-new, original diagrams with classic models from the learning development and management fields, Jenny Bird and Sarah Gornall have a created a valuable resource for quick reference, instant accessibility and fast learning, built on a strong theoretical base. Each model in the book is explained with a clear, accessible diagram and a simple guide to what it is, how it works and how to put it into action. The text is full of inspiration for applications of the ideas in scenarios based on real coaching practice. The Art of Coaching will be an invaluable companion for coaches looking for new ways of developing awareness with clients, coaching students and trainees, coach supervisors, learning and development professionals and those working in human resource departments.

101 Coaching Supervision Techniques, Approaches, Enquiries and Experiments

Are you ready for your coaching to make a bigger impact? Do you want to enable teams to make a real difference to the world? The challenges faced by organisations everywhere can be solved through better collective leadership, collaboration and systemic thinking. And, as a coach, you're already aware of the huge role that coaching can play in accessing the intelligence and co-ordinated power that teams could be leveraging. Team coaching transforms teams and wider organisational systems by increasing collective awareness, meaning-making and responsibility, enabling people to work together through and beyond seemingly intractable challenges. In this practical and empowering guide, Master Coach Georgina Woudstra navigates you through the often complex and challenging reality of team coaching. Equipping you with a roadmap - a set of metaskills and competencies - she’ll demonstrate how you can transform teams to realise greater success and develop your: Confidence—overcome your fears to coach teams in even the most challenging situations Competence—learn to apply the coaching skills and to intervene effectively Coherence—increase collective awareness and responsibility, enabling collaboration and systemic thinking in practice. Congruence—develop a personal style that solves problems, creates change and gets sustainable results.

Coaching the Team at Work 2

"Jennifer Britton has penned another winner! With From One to Many, Jennifer not only gives us a bird's-eye-view perspective, but she also delves into the details we need to be successful as group and team coaches. I'm eager to incorporate this new material—not only into my course curriculum—but also into my own group coaching programs." —Jory H. Fisher, JD, www.JoryFisher.com "This remarkable resource gives coaches the necessary tools to expand their effectiveness and offer a group experience of connection and collaboration, providing an exceptional experience for many." —Sandy Miller, MA, CPCC, ACC, www.revolutionizingdivorce.com "From One to Many is a must-read for coaches, whether experienced or new to group and team coaching. Jennifer combines extensive research, personal and peer experiences, practical applications, and a comprehensive set of tools and resources to deliver another excellent book for professional coaches." —Janice LaVore-Fletcher, MMC, BCC, President, Christian Coach Institute Practical tips, tools, and insight on successful team and group coaching engagements As professional development budgets at many organizations remain flat or even shrink due to financial pressures, coaches and human resource leaders are looking for new ways to do more with less funding. Team coaching—which may span intact teams, project teams and virtual teams—and group coaching—spanning both organizational and public contexts—offers a solution to this developmental puzzle. Unfortunately, there are few
practical resources available that address the best practices for team and group coaching. From One to Many fills that gap for coaches, leaders, and human resources professionals. The book explains how to integrate the practice into an organization and how to maximize it to full effect. One of the only books on the market that explores in-depth the related topics of team and group coaching. Written by the founder of a performance improvement consultancy who is also a popular speaker on the subject. Features new content specifically for practitioners in coaching, human resources, performance improvement and related fields.

Getting Unstuck

New York Times bestselling author and award-winning educator Ron Clark applies his successful leadership principles to the business world in this effective and accessible guidebook, perfect for any manager looking to inspire and motivate his or her team. Includes a foreword by bestselling author and FranklinCovey executive Sean Covey. Teamwork is crucial to the success of any business, and acclaimed author and speaker Ron Clark illustrates, the members of any team are the key to unlocking success. Imagine a company as a bus filled with people who either help or hinder a team’s ability to move it forward: drivers (who steer the organization), runners (who consistently go above and beyond for the good of the organization), joggers (who do their jobs without pushing themselves), and riders (who just get pulled along). It’s the team leader’s job to recognize how members fall into these categories, encourage them to keep the “bus” moving by working together, and know when it’s time to kick the riders off. In the tradition of Who Moved My Cheese? and Fish!, Move Your Bus is an accessible and uplifting business parable that illustrates Clark’s expert strategies to maximize the performance of each member of a team. These easy to implement techniques will inspire employees and team leaders alike to work harder and smarter and drive the organization to succeed.

Systemic Coaching and Constellations

A practical volume, that outlines the practice and art of Systemic Team Coaching(R). Clear guidelines, challenging interventions and dynamic models for working with teams in their systemic context are provided. This gives coaches the opportunity to deliver tangible, sustainable results for teams, their stakeholders and the wider organisation.

The Big Book of Conflict Resolution Games: Quick, Effective Activities to Improve Communication, Trust and Collaboration

The world's challenges are becoming more and more complex and adapting to those challenges will increasingly come from teams of people innovating together. The Practitioner’s Handbook of Team Coaching provides a dedicated and systematic guide to some of the most fundamental issues concerning the practice of team coaching. It seeks to enhance practice through illustrating and exploring an array of contextual issues and complexities entrenched in it. The aim of the volume is to provide a comprehensive overview of the field and, furthermore, to enhance the understanding and practice of team coaching. To do so, the editorial team presents, synthesizes and integrates relevant theories, research and practices that comprise and undergird team coaching. This book is, therefore, an invaluable specialist tool for team coaches of all levels; from novice to seasoned practitioners. With team coaching assuming an even more prominent place in institutional and organizational contexts nowadays, the book is bound to become an indispensable resource for any coaching training course, as well as a continuing professional development tool. This book is essential reading for anyone with an interest in coaching, in both practice and educational settings. It will be of use not only for professional coaches, but also for leaders, managers, HR professionals, learners and educators, in the business, public, independent and voluntary sectors.

50 Tips for Terrific Teams

NEW YORK TIMES BESTSELLER • Brené Brown has taught us what it means to dare greatly, rise strong, and brave the wilderness. Now, based on new research conducted with leaders, change makers, and culture shifters, she’s showing us how to put those ideas into practice so we can step up and lead. Look for Brené Brown’s new podcast, Dare to Lead, as well as her ongoing podcast Unlocking Us! NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG Leadership is not about titles, status, and wielding power. A leader is anyone who takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. When we dare to lead, we don’t pretend to have the right answers; we stay curious and ask the right questions. We don’t see power as finite and hoard it; we know that power becomes infinite when we share it with others. We don’t avoid difficult conversations and situations; we lean into vulnerability when it’s necessary to do good work. But daring leadership in a culture defined by scarcity, fear, and uncertainty requires skill-building around traits that are deeply and uniquely human. The irony is that we’re choosing not to invest in developing the hearts and minds of leaders at the exact same time as we're scrambling to figure out what we have to offer that machines and AI can’t do better and faster. What can we do better? Empathy, connection, and courage, to start. Four-time #1 New York Times bestselling author Brené Brown has spent the past two decades studying the emotions and
experiences that give meaning to our lives, and the past seven years working with transformative leaders and teams spanning the globe. She found that leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies all ask the same question: How do you cultivate braver, more daring leaders, and how do you embed the value of courage in your culture? In this new book, Brown uses research, stories, and examples to answer these questions in the no-BS style that millions of readers have come to expect and love. Brown writes, “One of the most important findings of my career is that daring leadership is a collection of four skill sets that are 100 percent teachable, observable, and measurable. It’s learning and unlearning that requires brave work, tough conversations, and showing up with your whole heart. Easy? No. Because choosing courage over comfort is not always our default. Worth it? Always. We want to be brave with our lives and our work. It’s why we’re here.”

Whether you’ve read Daring Greatly and Rising Strong or you’re new to Brené Brown’s work, this book is for anyone who wants to step up and into brave leadership.

Facilitative Coaching

Whether you’re an executive officer, a department manager, or a shift supervisor, you have a clear understanding of your team members' top accountabilities. Without clear communication, your team may not share that understanding. They may have entirely different views on their job responsibilities and even why they’re getting paid. This disconnect between managerial and staff opinions can devastate productivity, performance, and team morale. In The 3 x 5 Coach, market strategist and leadership expert Dave Baney offers a simple, direct solution to this problem. Baney’s effective methodology helps supervisors and employees quickly agree on key job accountabilities while establishing objective systems for evaluating employee performance and growth. Simply put, everyone will know why they’re getting paid and what they must do to continue to meet and exceed their job requirements. Baney’s effective coaching system encourages collaboration between supervisors and staff. His methodology and tools are simple enough to use immediately and robust enough to scale up as your company or department evolves. You already hold employees accountable for their actions—now you can align their expectations with your own. It all starts with a blank 3 x 5 card.

Teams That Work

“Truly the ultimate guide for a coach! This book is a must-read for all coaches - whether they are starting out or are well-entrenched. With all my years in coaching, I still discovered new insights!” Michael Beale, NLP Coach and Trainer. Coaching can be transformational or simply transactional. If you truly want to transform lives, then this book is a must-read. Coaching is far more than a job - it is a mission. Transformational coaches focus on their self-development as much as they do on the development of their clients. All coaches need to be aware of the different coaching frameworks, paradigms, and tools used by master-coaches world over. In five straightforward sections, this book guides you through the steps you need to achieve optimal success as a coach: • Section I: The ABCs of Coaching • Section II: Coaching Frameworks, Models and Tools • Section III: Case Studies • Section IV: The Business of Coaching • Section V: Resources It is an extensively researched overview of the latest developments in neuroscience, emotional intelligence and positive psychology, among many coaching frameworks. If you are new to coaching, you will find out how to start your coaching business. If you are a seasoned professional, you will learn how to strengthen your practice. This book also offers coaching insights in the post-pandemic era.

Every Shot Must Have a Purpose

The best way for a business to succeed is through its people. While there are gains to be had from streamlining processes, reducing costs or making a strategic change, the greatest potential for success comes through how humans collaborate. Specifically, the greatest gains are achieved through high performing teams, and teams of teams. Containing more than 40 tools which can be used in a virtual or in-person coaching environment, Building Top-Performing Teams is a practical guide for leaders, HR professionals, coaches, team coaches and anyone with management responsibility. It covers how to motivate, develop, engage and reward a team of employees with different levels of experience and priorities to achieve outstanding business success. Building Top-Performing Teams includes essential guidance, tools and techniques that show how to promote team ways of working rather than individual-focused processes. It also includes guidance on managing internal team conflict and ensuring that teams are purpose-driven and working towards a shared business goal. Each chapter includes diagnostic questions and reflective practice exercises to allow readers to identify how to apply each element of team development to their workforce. Supported by the authors' experience in organizations such as the BBC, John Lewis, KPMG, Britvic, the NHS and BMW this is essential reading for anyone needing to unlock the value of teams to achieve greater business performance.

Leadership Team Coaching

"Philippe Rosinski is a leader in the coaching field. Coaching Across Cultures reveals his pioneering multi-cultural approach and innovative global
Building Top-Performing Teams

"There is so much good research and writing on high performing teams now but few CEOs have the time to access it. So good to have this short, accessible and practical collection of tips on how to transform your team, by Catherine and Jacqueline, two very experienced team coaches who have both thoroughly researched all the best literature and found ways of applying it to teams across different sectors I certainly will be using a number of these tips to improve the boards I chair and the teams I lead. I hope you too find they aid you on your journey." - Peter Hawkins, Author of Leadership Team Coaching (Kogan Page, 2011) Professor of Leadership Henley Business School "While many leaders and coaches are well intentioned, they are frequently disappointed with their outcomes when trying to create high performing teams. 50 Tips for Terrific Teams has brilliantly integrated the research and translated it into practical suggestions that will absolutely help create the desired shifts. This guide is user friendly and is the closest thing to having your own personal sage. I would recommend this book as an essential tool for anyone who leads a team or works with or on a team." - Denise Still, MSW, RSW, PCC, CEC, Manager Organization Development Calgary Board of Education "I love it when someone comes up with a book that is concise, clear, incredibly useful, and easy to work with. We all live and work with other people, and we all need to get better at it. Here is a collection of great ideas that you can put to use almost any day in just about any organization. It is a great resource for anyone working with teams, and every leader and team member should have one on their desk. You can pick an idea to try this week, try another tip the week after, and keep harvesting new insights for months to come." - Dr. Ric Durrant, CEC, PCC, Leadership Specialist and Executive Coach

Leadership Team Coaching in Practice

Organizations are most effective when the teams responsible for their success function to the best of their ability. When the relationships within the team work well and all members have a clear focus, the team is able to achieve goals more easily. Leadership Team Coaching is a roadmap for those who have the responsibility of developing a leadership team. It provides a thorough explanation of the key elements of team coaching and is filled with practical tools and techniques to facilitate optimum performance across virtual teams, international teams, executive boards and other teams. The fully updated 3rd edition of Leadership Team Coaching brings together the latest research in leadership teams and team coaching along with numerous examples to illustrate how to develop people from disparate groups into a high-performing team. With new international case studies throughout as well as a new chapter on systemic coaching, the book covers the five disciplines of team performance, how to select team members, how the relationship of the coach and the team develops through stages, how CEOs can foster effective teams with shared leadership, how to choose the best team coach and more to facilitate effective leadership teams.

Essential Questions to Grow Your Team

Many facilitators realize that the basic methodologies they use often fail to take their clients to a place of deeper learning and growth required when addressing complex issues. This book offers seventy exercises, along with tips and tools for expanding the professional coach’s repertoire and includes a full range of interventions. The book also includes step-by-step guidance on how to use these innovative methods with clients. Based on the Skilled Facilitator model developed by best-selling author Roger Schwarz in his landmark book, The Facilitative Coaching Toolkit is ideal for coaches who are looking for advanced alternative approaches to helping their clients get “unstuck” when dealing with obstacles.

From One to Many

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 field.

The CCL Handbook of Coaching in Organizations

“High Performance Team Coaching (HPTC) is a fantastic resource and a ‘must read’ for all Team Leaders and Coaches. The authors demystify the concepts of creating and sustaining high performance teams and how to lead and coach them. Built upon solid research and investigation along with practical and relevant action steps, it is a resource that will help move your team from average or good, to high performance in any context.” - Lillas Marie Natala and Richard Hatala, Co-authors of Integrative Leadership: Building a Foundation for Personal, Interpersonal, and Organizational Success

“Systemic Coaching contains key chapters on how to contract in various settings, how to work relationally and dialogically, how to expand our own and others’ ecological awareness, how to get greater value from supervision, work with systemic ethics and expand our impact. While illustrating why a new model of coaching is necessary, Hawkins and Turner also provide the tools and approaches that coaches and clients need to deliver this greater impact, accompanied by real-life case examples and interviews from the authors and other leading coaches and leaders globally.” - Lillas Marie Hatala and Richard Hatala

Systemic Coaching

Hawkins and Turner argue that coaching needs to step up to deliver value to all the stakeholders of the coachees, including those they lead, colleagues, investors, customers, partners, their local community and also the wider ecology. Systemic Coaching contains key chapters on how to contract in various settings, how to work relationally and dialogically, how to expand our own and others’ ecological awareness, how to get greater value from supervision, work with systemic ethics and expand our impact. While illustrating why a new model of coaching is necessary, Hawkins and Turner also provide the tools and approaches that coaches and clients need to deliver this greater impact, accompanied by real-life case examples and interviews from the authors and other leading coaches and leaders globally. Systemic Coaching will be an invaluable resource for coaches in practice and in training, mentors, coach supervisors, consultants in leadership development and HR and L&D professionals and leaders.

The Practitioner’s Handbook of Team Coaching

This book lays out the framework to help you generate better results from your coaching practice using the Stakeholder Center Coaching(R) approach.

Group and Team Coaching

This book is a foundational resource for all coaches and student coaches who are, or who plan to be, working with Masters athletes. This athletic cohort typically includes adults over the age of 35 years who are registered for sport programs/events, and who invest in training to improve themselves for competitions that range from recreational to championship caliber. As the boom in Masters sport continues worldwide, coaches are increasingly tasked with the development and support of adults’ quality sport experiences, and the implementation of strategies to foster skill acquisition and to facilitate their pursuit of competitive goals. This book presents what is different about coaching Masters athletes and prompts coaches to expand their scope of practice beyond traditional knowledge associated with youth or younger adult cohorts. It is essential for coaches to understand the psychological and social considerations that are unique to coaching adult sports-persons and Masters athletes, and that can be adapted to adults whose training and preparation for competition is quite varied. Coaching Masters Athletes: Advancing Research and Practice in Adult Sport explores the research and practice specific to planning to coach Masters athletes and divulges what is known about distinctive considerations for delivering coaching interventions to this cohort, expanding on coaches’ abilities to influence adults’ personal development, as well as their own coach education through Masters Sport. Readers and students of Coaching, Physical Activity, Health Psychology, Sport Leadership and Exercises Science will gain valuable applied perspectives grounded in best practice research on how to coach one of the fastest-growing sporting cohorts, to foster quality adult sport, and to keep adult sports-persons engaged and active as
they age.

The Leader in Me

"Video will completely change the way we do professional learning." —Jim Knight Video recordings of teachers in action offer a uniquely powerful basis for improvement. Best-selling professional development expert Jim Knight delivers a surefire method for harnessing the potential of video to reach new levels of excellence in schools. Focus on Teaching details: Strategies that teachers, instructional coaches, teams, and administrators can use to get the most out of using video Tips for ensuring that video recordings are used in accordance with ethical standards and teacher/student comfort levels Protocols, data gathering forms, and many other tools to get the most out of watching video

50 Top Tools for Coaching

As a coach to some of the country's highest-profile executives, Daniel Harkavy has witnessed the transformation--both professional and personal--that comes when leaders utilize coaching to turn their paycheck-driven teams into vibrant and successful growth cultures. Since founding his company in 1996, Harkavy and his team have coached thousands and shared their knowledge by certifying coaching leaders across the country. Now, in this strategic and thought-provoking guide, he shares his proven strategy for improving your team's performance while raising quality of life inside and outside of the office. You’ll learn the core four foundations to every coaching strategy, the most powerful leadership tools you can and should leverage, and the key behaviors and disciplines of successful coaching leaders. Coaching makes developing people a high-payoff activity. Complete with quick leadership quizzes and a quick-reference road map for implementation, Becoming a Coaching Leader shows you how to leverage coaching techniques to equip tomorrow's leaders and pave a lasting leadership legacy.

The Art of Coaching Teams

Group and Team Coaching offers a new perspective on the 'secret life of groups', the subconscious and non-verbal processes through which people learn and communicate in groups and teams. Updated with new research and including a wealth of vignettes and case studies, it will be essential reading for coaches who work with groups and teams as well as leaders commissioning coaching; the second edition features new guidance for leaders and managers, an updated introduction and new expanded practical sections on working with teams, working on the phone, and supervising and being supervised. Christine Thornton uses key concepts from psychology, group analysis and systems theory as well as her own extensive experience to give practical advice, including: The invisible processes of group dynamics Pitfalls of team coaching and how to avoid them How to design coaching interventions Common dilemmas Ethics and supervision.

Coaching Masters Athletes

This book locates 101 practical coaching supervision techniques in their theoretical context. It is organized into ten chapters, each reflecting a different philosophical basis for the coaching supervision work: Existential, Gestalt, Person Centred, Positive Psychology, Psychodynamic, Solution Focused, Systemic, Thinking Environment, Transpersonal and finally an Eclectic chapter. With contributions and insights from leaders in the field, this book outlines the different philosophies and their principles and explains their application in practice. The book will help readers determine which technique to use and when, as well as offering a step-by-step guide to implementing or adapting it for their own work. With a breadth of techniques, the book will help all supervisors broaden their repertoire and ultimately become a better practitioner. Accessible and practical, this book is a valuable resource for experienced and novice supervisors as well as their supervisees. It will inspire them to keep their supervision and coaching practices both current and fresh, offering a diverse range of techniques to experiment with.

Mastering The Art of Team Coaching

Systemic Coaching and Constellations offers a refreshingly uncomplicated path into a potentially complex subject, demonstrating how to understand and manage intricate relationship systems as part of a powerful coaching agenda. It provides a comprehensive introduction to the principles that sustain systems, how to map and explore them through constellations, as well as a step-by-step guide to integrating these principles and practices into coaching. Featuring a variety of case studies from around the world to illustrate different facilitation styles and approaches, it also contains practical exercises which can be used in a variety of contexts, including one-to-one coaching, group coaching, leadership development coaching and managing conflict in teams. This updated third edition of Systemic Coaching and Constellations contains a new chapter on systemic supervision, new material on team coaching, systemic questions and
Systemic Team Coaching

Children in today's world are inundated with information about who to be, what to do and how to live. But what if there was a way to teach children how to manage priorities, focus on goals and be a positive influence on the world around them? The Leader in Me is that programme. It’s based on a hugely successful initiative carried out at the A.B. Combs Elementary School in North Carolina. To hear the parents of A. B Combs talk about the school is to be amazed. In 1999, the school debuted a programme that taught The 7 Habits of Highly Effective People to a pilot group of students. The parents reported an incredible change in their children, who blossomed under the programme. By the end of the following year the average end-of-grade scores had leapt from 84 to 94. This book will launch the message onto a much larger platform. Stephen R. Covey takes the 7 Habits, that have already changed the lives of millions of people, and shows how children can use them as they develop. Those habits -- be proactive, begin with the end in mind, put first things first, think win-win, seek to understand and then to be understood, synergize, and sharpen the saw -- are critical skills to learn at a young age and bring incredible results, proving that it’s never too early to teach someone how to live well.

The 3x5 Coach

As women in the workplace, we are told anything is possible--if a woman hasn't done it yet, then we can be the first. But in reality, there are still unwritten rules that make it possible to see the next step but never reach it. Sometimes we become so numb to our problems that we accept them as unchangeable--we get stuck. What if you could change your life, starting with your career? Getting Unstuck: A Guide to Moving Your Career Forward tells the story of how one woman found the time and energy to overcome the battle for advancement in corporate America. Meredith Moore Crosby, who supported the most diverse senior leadership team in the history of the McDonald's Corporation, shares unwritten rules and the advice of her mentors to evolve your dream job into your dream life, taking control of your time and designing a set of values to lead you onward. Her book offers a vision for aligning your purpose with partnerships to move your career forward. It's not about succeeding or failing--not trying is the only real risk. Let Meredith take you on a journey to getting unstuck.

The Ultimate Coaching Guide

As a coach you need to know how to get the best from people, how to ask insightful questions, and how much support versus challenge you should provide. Most importantly, you need to understand how to enable clients to realize their potential and perform to the best of their abilities. 50 Top Tools for Coaching, now in its second edition, is a complete toolkit for every coach offering a broad range of powerful tools and techniques that can be easily applied to a variety of situations. Learn how to assess the needs of your clients, select the right tools to use and deliver coaching with confidence. It covers all key areas you need including: Setting up and managing the coaching relationship; understanding and resolving problems and conflict; increasing confidence and enhancing performance; communication and influence and developing a leadership style.

Being Coached

55 proven tools and techniques to help team leaders and project managers improve team performance in a complex environment. The book also provides an introduction to the concept of team coaching as a distinct management activity.

The 5 Levels of Leadership

Using new coaching skills at work can be pretty daunting. Thinking up questions "in the moment" can put you under extra pressure, and when you’re already stretching into a new way of talking to your team that can feel stressful. You want to use your new coaching conversation skills, but you don't have time to create questions to support you. What if you had a collection of ideas for questions to ask in some of the most common conversations at work? Conversations like these: 1. Creating performance objectives 2. Coaching under performance 3. Creating career goals 4. Debriefing a project 5. Identifying motivators 6. Creating better work-life balance 7. Coaching over or under-utilization 8. Encouraging involvement 9. Exploring talents 10. Coaching for retirement 11. Coaching a workplace returner 12. Presentation skills coaching 13. Coaching a sensitive personal issue 14. Coaching to embed learning 15. Coaching to...
Effective Group Coaching

The missing how-to manual for being an effective team leader The Art of Coaching Teams is the manual you never received when you signed on to lead a team. Being a great teacher is one thing, but leading a team, or team development, is an entirely different dynamic. Your successes are public, but so are your failures—and there’s no specific rubric or curriculum to give you direction. Team development is an art form, and this book is your how-to guide to doing it effectively. You’ll learn the administrative tasks that keep your team on track, and you’ll gain access to a wealth of downloadable tools that simplify the “getting organized” process. Just as importantly, you’ll explore what it means to be the kind of leader that can bring people together to accomplish difficult tasks. You’ll find practical suggestions, tools, and clear instructions for the logistics of team development as well as for building trust, developing healthy communication, and managing conflict. Inside these pages you’ll find concrete guidance on: Designing agendas, making decisions, establishing effective protocols, and more Boosting your resilience, understanding and managing your emotions, and meeting your goals Cultivating your team’s emotional intelligence and dealing with cynicism Utilizing practical tools to create a customized framework for developing highly effective teams

There is no universal formula for building a great team, because every team is different. Different skills, abilities, personalities, and goals make a one-size-fits-all approach ineffective at best. Instead, The Art of Coaching Teams provides a practical framework to help you develop your group as a whole, and keep the team moving toward their common goals.

Focus on Teaching

Resource added for the Human Resources program 101161.

Becoming a Coaching Leader

Why do some teams thrive, while others struggle? In the modern workplace, employees collaborate. Managers are expected to be effective team leaders and employees are expected to be valued teammates. But many teams struggle. Being part of a struggling team can be unpleasant, but it can also hurt your career and waste company resources. In Teams That Work, Scott Tannenbaum and Eduardo Salas present the seven drivers of team effectiveness and the clearest recommendations on what really makes teams great. Applying the lessons they’ve learned from working with high-stakes, high-risk team situations to any kind of organization, they will dispel some of the most enduring myths (e.g., can you be both a star and a great team player?), feature the most useful psychological research, and share real-world illustrations of effective teams in action. Readers will find actionable, evidence-based tips for being an effective team leader, a great team member, a supportive senior leader, or an impactful consultant.