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# *The Handbook Of Coaching A Comprehensive Resource Guide For Managers Executives Consultants And Human Resource Professionals*

Become a more effective leader by discovering the resources you already have Pamela McLean, CEO and cofounder of the Hudson Institute for Coaching, has been at the forefront of the field for the past three decades, using clinical and organizational psychology to provide the highest-quality coaching and development training to professionals in organizations and solo practice worldwide.

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Now, Pamela is teaching readers to cultivate their leadership potential through “ use of self as instrument, ” a key dimension of developmental coaching that emphasizes the whole person. Her holistic methods give coaches and other leaders a clearer framework for getting to know themselves, exploring their multiple layers, and fostering their latent abilities so that they can foster the abilities of others. Self as Coach guides you along a path that interweaves six broad dimensions of your internal landscape into the fabric of great coaching. This creates lasting improvements, unlike more common remedial, tactical, or performance-based programs, which often only function as short-term solutions. Develop leadership skills using internal resources you already possess Achieve real improvements with long-

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lasting benefits Based on methodology proven successful in business and personal settings Includes useful practices and exercises for self-reflection and brainstorming Whether you ' re an emerging or experienced coach, whether you want to grow your own leadership skills or develop them across an entire organization, Self as Coach can help. With its innovative approach, proven methods, and near-universal applicability, this book will not only provide effective instruction but also help you uncover lasting insights that will benefit you long after you ' ve turned the last page.

Lösungsorientierte Skills für Coachs Dieser Band bietet einen Überblick über Techniken und Skills des lösungsorientierten Coachings. Die Autoren führen

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Erkenntnisse aus der Literatur und eigene Erfahrungen zusammen und reflektieren u.a. welche Rolle Ethik im Coaching spielt, Besonderheiten des Gruppen- und Team-Coachings oder die Beziehung zwischen Coach und Coachee. Fallbeispiele, Arbeitsblätter, Praxistipps und Fragen zur vertiefenden Reflexion und Diskussion führen direkt in die Praxis. Die vorgestellten Methoden lassen sich leicht umsetzen und sind für fast alle Coaching-Settings geeignet. Das Buch wendet sich an erfahrene Coaches und an Führungskräfte, die eine bessere Coaching-Kultur in ihrem Unternehmen etablieren wollen, aber auch an Coaches, die noch ganz am Anfang ihres Weges stehen.

Daniel Pauw untersucht erstmals in einer internationalen Studie, wie Coaches mit Klienten unterschiedlicher

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kultureller Herkunft eine tragfähige Arbeitsbeziehung aufbauen und erhalten. Die Ergebnisse zeigen, dass kulturelle Prägungen den Coachingprozess auf verschiedenste Weise beeinflussen können und welche Faktoren für eine erfolgreiche Beziehungsgestaltung besonders wichtig sind. Die Verknüpfung der Ergebnisse mit Erkenntnissen aus der interkulturellen Kommunikations- und Therapieforschung erweitert nicht nur die aktuelle Coachingforschung um eine interkulturelle Perspektive, sondern bietet auch Praktikern konkrete Handlungsempfehlungen für den kompetenten Umgang mit kultureller Diversität. Diese Arbeit wurde mit dem Erdinger Coaching-Preis 2016 ausgezeichnet.

Over the last three decades sports coaching has evolved

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from a set of customary practices based largely on tradition and routine into a sophisticated, reflective and multi-disciplinary profession. In parallel with this, coach education and coaching studies within higher education have developed into a coherent and substantial field of scholarly enquiry with a rich and sophisticated research literature.

The Routledge Handbook of Sports Coaching is the first book to survey the full depth and breadth of contemporary coaching studies, mapping the existing disciplinary territory and opening up important new areas of research. Bringing together many of the world ' s leading coaching scholars and practitioners working across the full range of psychological, social and pedagogical perspectives, the book helps to develop an understanding of sports coaching

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that reflects its complex, dynamic and messy reality. With more importance than ever before being attached to the role of the coach in developing and shaping the sporting experience for participants at all levels of sport, this book makes an important contribution to the professionalization of coaching and the development of coaching theory. It is important reading for all students, researchers and policy makers with an interest in this young and flourishing area.

Principles of Christian Coaching

Coaching-Prozessforschung

Coaching, Beratung und Gehirn

Beziehungsgestaltung im interkulturellen Coaching

Coaching entwickeln

Bleiben Sie demütig, neugierig - und ändern Sie für immer

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die Art, wie Sie führen

*Written to challenge, stimulate, and inform, this book takes a critical look at the rapidly-growing field of coaching and mentoring. Focusing on all types of organization - public, private, large, small, and not-for-profit - Robert Garvey inspires and provokes readers by asking questions such as 'Are coaching and mentoring the same?' 'Are we obsessed with skills?' and 'What is performance?' He also delves into contemporary debates such as concerns about standards, competencies, and codes of ethics, interspersed with views on power, control,*



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and politics.  
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„Ein coach-ähnlicher Manager zu sein und  
gecoach zu werden, sind Kernbestandteile  
unserer Kultur bei Microsoft - es ist die Art  
und Weise, wie talentierte Menschen gedeihen  
und wachsen können. Michael Bungay Stanier  
hat dazu beigetragen, wie wir über Coaching  
denken und wie es unsere Wachstumsmentalität  
zum Leben erwecken kann.“ Jean-Philippe  
Courtois, President, MICROSOFT Global Sales  
Wenn The Coaching Habit sagt, hier sind die  
sieben essenziellen Fragen, um mehr wie ein  
Coach zu sein, geht es in diesem Buch darum,  
wie Sie Ihr Verhalten tatsächlich ändern

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*können, damit Sie noch ein bisschen länger neugierig bleiben. Es klingt, als sollte es einfach sein. Ist es aber nicht. Sie müssen Ihr Ratschlagmonster zähmen, diesen Teil von Ihnen, der sich einmischt, um Ideen, Meinungen, Vorschläge und Ratschläge anzubieten. Wie Sie das tun, erfahren Sie in The Advice Trap. Darüber hinaus werden einige spezifische Coaching-Strategien angeboten, beispielsweise wie Sie sich auf das Wesentliche konzentrieren können. Und es werden Werkzeuge vorgestellt, die helfen, Ihre Gespräche unwiderstehlich zu machen. „Prägnant, kraftvoll und wahr. Wieder einmal*

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*liefert Michael Bungay Stanier einen Weckruf mit echtem Wert.“ Seth Godin, Autor von DAS IST MARKETING*

*In den letzten 30 Jahren ist Coaching als professionelle Dienstleistung ein populäres Standardangebot nahezu aller Personal- und Unternehmensberatungen geworden. Das Handbuch Coaching bietet einen aktuellen und fundierten Überblick zum Thema „Coaching“ aus der Hand von renommierten Expertinnen und Experten. In dieser 4., vollständig überarbeiteten und erweiterten Auflage werden die verschiedenen Handlungsfelder des Coachings ausführlich dargestellt und die*

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*Vielseitigkeit des Themas aufgearbeitet. Der Band informiert praxisnah über die Möglichkeiten, Grenzen und sinnvollen Einsatzzwecke von Coaching und bietet einen sorgfältig strukturierten Überblick über das komplexe Thema „Coaching“. Das Buch gliedert sich in vier Teile: Grundlagen, Forschung, Konzepte und Praxis. Der erste Teil „Grundlagen“ beschäftigt sich mit der Geschichte des Coachings, Varianten des Coachings, Einzel-, Gruppen- und Organisations-Coaching, digitalem Coaching, Coach-Kompetenzen, Coaching-Ausbildungen und der Qualität im Coaching. Neu hinzugekommen*

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ist in der 4. Auflage der umfangreiche zweite Teil „Forschung“, der u. a. die Wirksamkeit und die Wirkfaktoren von Coaching behandelt. Im dritten Teil des Bandes „Konzepte“ werden verschiedene Coaching-Ansätze zunächst im Überblick dargestellt und in den nachfolgenden Kapiteln (z. B. zum systemischen Coaching, Karriere-Coaching, interkulturellen Coaching und Konflikt-Coaching) vertieft behandelt. Im letzten Teil „Praxis“ werden Themen wie Coaching-Prozesse, Tools im Coaching, Coach-Auswahl in Unternehmen und Coaching im Topmanagement behandelt. Sowohl Praktiker als auch

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*Wissenschaftler finden in diesem Standardwerk, das jeder gelesen haben sollte, der sich im deutschsprachigen Raum mit der Thematik „Coaching“ auseinandersetzt, theoretisch, empirisch und praktisch fundiertes Wissen sowie interessante Analysen zu aktuellen Fragen rund um das Thema Coaching.*

*Solution Focused Coaching in Practice is a practical 'how-to' guide that provides an invaluable overview of Solution Focused Coaching skills and techniques. Reflecting upon published research on the solution focused approach, Bill O'Connell, Stephen*

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*Palmer and Helen Williams bring their own experiences of Solution Focused Coaching together with others in the field to cover topics such as: the coach-coachee relationship the role of technology in coaching inclusive coaching group and team coaching practical issues and skills. Incorporating coachee case studies, worksheets, practice tips and discussion points, the skills, strategies and techniques in this book are straightforward to apply and can be used in most coaching settings. This practical book is essential reading for experienced personal or executive coaches,*

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*managers considering introducing a new and better coaching culture for their staff, and for those just starting out on their coaching journey.*

*The Complete Handbook of Coaching*

*Self as Coach, Self as Leader*

*Handbuch Coaching*

*Facilitating Growth in Education*

*Handbook Of Coaching And Mentoring*

*Erfolgreiches Life Coaching für Dummies*

**Coaching-Experten schildern die Grundlagen von Professional Coaching: Was zählt für ein lösungsorientiertes Coaching? Welche Rolle**



**spielt Psychologie in der Praxis? Was meint systemisches Coaching oder Coaching mit Humor? Wie wird eine Coachinghaltung entwickelt? Die Autoren beleuchten auch die Bedeutung und Funktionen von Coaching als Beratungsansatz und Führungskonzept in Organisationen. Darunter die Methoden "Konfliktcoaching" und "Coaching und authentische Führung". This book provides a wide-ranging guide to the complex, multidisciplinary area of coaching, helping trainees to find comprehensive answers to their coaching**

**questions. It allows them to identify and develop their own personal style of coaching. A specially selected group of international authors contribute various expertise and insights across three key areas: Theoretical perspectives Contexts and genres of coaching Professional practice Issues Learning is also supported by new online resources. Videos, case studies, journal articles and useful websites have been carefully collated by our contributors to help trainees make the crucial link between theory and practice.**

**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.**

**Praise for The Completely Revised  
HANDBOOK OF COACHING "Pam McLean has**

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**written a jewel of a book. Its straightforward, easy-to-read style lays out an elegantly simple, effective, and agile coaching methodology. This will become a well-used ('dog-eared,' in the days before e-books) guidebook for both the new and the seasoned coach." —MARY BETH O'NEILL, author, Executive Coaching with Backbone and Heart "A welcome and comprehensive update of the original Handbook, this theoretically grounded, yet highly practical book presents important integrative coaching models that deal with complex**

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**coaching issues in an easy-to-read way. This book will be of use to novices and experienced coaches alike." —ANTHONY M. GRANT Ph.D., coauthor, Evidence Based Coaching Handbook; faculty, University of Sydney "I love this book. Pam McLean offers the most comprehensive and clear explanation of use of self—why it is important and where we need to focus our attention—that I have ever read. In addition, she describes the robust Hudson coaching methodology clearly with lots of examples and always links theory to**



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**practice." —RICK MAURER, author, Beyond  
the Wall of Resistance; faculty, Gestalt  
Institute of Cleveland "The new Handbook  
of Coaching is intellectually satisfying and  
pragmatically rich, a tour-de-force grounded  
in a thorough exploration of adult  
development and coaching models. This  
major rework of Hudson's classic offers  
practitioners extensive guidance on coach  
methodology, the system dynamics of  
change, and the crucial use of self.  
Leadership coaches at any level will find  
this an invaluable resource." —DOUG**

**SILSBEE, author, Presence-Based Coaching**

**"With an emphasis on thoroughly understanding one's self as a coach and supporting one's clients to understand themselves, as well as their contexts, Pam's book is very resourceful both practically and conceptually. Her very current real-life examples are insightful and useful." —EDIE SEASHORE, M.A., author, Triple Impact Coaching**

**Handbuch Schlüsselkonzepte im Coaching  
Multidisziplinäre Perspektiven vernetzt**

**The Value of Executive Coaching**

## **Coaching für Führungskräfte The CCL Handbook of Coaching E-Coaching und Online-Beratung**

Coaching is vital to developing talent in organizations, and it is an essential capability of effective leaders. The CCL Handbook of Coaching is based on a philosophy of leadership development that the Center for Creative Leadership has honed over thirty years with rigorous research and with long, rich experience in the practice of leadership coaching. The book uses a coaching framework to give a compass to leaders who are called to coach as a means of building sustainability and boosting performance in their organizations. The book explores the special considerations that leader coaches need to account for when coaching across differences and in special

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circumstances, describes advanced coaching techniques, and examines the systemic issues that arise when coaching moves from a one-to-one relationship to a developmental culture that embraces entire organizations.

Auf der Grundlage einer differenzierten Kritik an der aktuellen Coaching-Forschung wird in diesem Open-Access-Buch eine Landkarte für die künftige Ausrichtung der Coaching-Prozessforschung vorgestellt. Als weiteres Ergebnis seiner Arbeit stellt Robert Wegener ein methodisches Verfahren zur Untersuchung «bedeutsamer Momente» vor. Ziel des Verfahrens ist es, dem Gegenstand Coaching und insbesondere dessen dynamischem und komplexem Charakter in besonderer Weise Rechnung zu tragen. Ausgangspunkt dafür ist das theoretische Verständnis «bedeutsamer Momente» im Coaching, das Wegener

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mit einer eigenen Coaching-Definition und verschiedenen psychotherapiebezogenen Forschungsrichtungen herleitet und für die Entwicklung und Erprobung seines Forschungsdesigns konsequent verwendet. Dieses Buch bildet eine erste Grundlage für eine programmatisch angelegte Forschung über «bedeutsame Momente» im Coaching.

The contribution of coaching psychology to educational fields is increasingly recognised. This timely book introduces coaching psychology as a facilitative method to support learning in different educational contexts. Coaching Psychology for Learning: Facilitating Growth in Education is conveniently organised into three parts: Part One begins with a detailed account of educational paradigms, learning theories, and coaching psychology theories; it then reviews important studies of coaching applied to the

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educational field and identifies a number of gaps to which coaching psychology for learning can contribute; Part Two presents two empirical participatory studies of coaching psychology for learning, which draw from both doctoral research conducted in the UK and educational work in Mainland China; two original and evidence-based coaching models are also illustrated; Part Three consolidates the empirical evidence and original coaching models by exploring the nature of educational coaching, including the context, purpose, processes, and people and their interrelations. The review of learning theories and coaching psychology theories in Part One enables the reader to gain a quick understanding of coaching psychology and its role in education, while the empirical studies in Part Two are particularly useful for undergraduate and postgraduate students, providing practical examples of how to conduct coaching

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psychology research in the field of education, in both the West and the East. The book also offers advice on design and implementation issues, which will benefit educational psychologists and coaching psychologists who wish to focus their professional practice in education. Coaching Psychology for Learning is essential reading for any teacher, student or practitioner who wishes to become an educational coach to facilitate learning. It will appeal to coaches and coaching psychologists, including those in training and at postgraduate level, as well as professionals in educational settings, such as school leaders, counsellors and coaches, and educational psychologists.

This second 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

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trainees and professionals to identify and develop a personal style of coaching. 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. Written by leading international authors, each chapter makes links between theory and practice and includes discussion questions to facilitate reflection on the topic, further reading suggestions, and case studies. This new edition includes completely revised and updated chapters throughout, an additional emphasis on cross-cultural coaching and new chapters on Health and Wellness Coaching and Researching Coaching. The handbook is a unique resource that has helped thousands of practitioners and trainees



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from a variety of professions and multi-disciplinary backgrounds, including health, education, business and management and psychology, throughout their coaching career.

Coaching-Praxisfelder

The Center for Creative Leadership Handbook of Coaching in Organizations

Handbook of Coaching Psychology

The Coaches' Handbook

Developing the Best in You to Develop the Best in Others

A Guide for Practitioners

***Der Sammelband gibt einen systematischen Überblick über das Feld der neuen virtuellen Coaching- und Beratungs-Formate. Dafür***

**werden die jeweiligen Besonderheiten der verschiedenen Formate und ihre unterschiedlichen Nutzungsmöglichkeiten herausgestellt und aufgezeigt, was den zum Teil höchst unterschiedlichen Formaten im Bereich von Business-Coachings und psychosozialer Beratung bzw. Psychotherapie gemeinsam ist und vor allem, was sie voneinander lernen können. Dieses Handbuch widmet sich den wissenschaftlichen Grundlagen des Coachings und zeigt deren Anwendungsmöglichkeiten**

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**anhand praktischer Beispiele auf. Damit liefert es insbesondere Coaches und Coachingsausbildungen fundiertes Fachwissen als Fundament für ihre Profession. Wissenschaftler/innen finden einen aktuellen Überblick über den Stand der Forschung. Mit 70 Beiträgen ausgewiesener Fachexperten/innen verschiedener Länder und Disziplinen zu grundlegenden Schlüsselkonzepten im Coaching ist dieses Handbuch ein einzigartiges Referenzwerk. Die Beiträge beschreiben die praktische**

**Anwendung des Wissens und beginnen dazu  
in der Regel mit einem Fallbeispiel aus dem  
Coaching.**

**Das Buch beleuchtet das Thema Coaching aus  
neurobiologischer sowie psychologischer  
Perspektive und bietet fundierte Grundlagen  
für eine wirksame Beratungspraxis. Es  
erläutert Faktoren, welche die Entwicklung  
und Veränderbarkeit von Persönlichkeit  
sowie Erlebens- und Verhaltensweisen  
bedingen, und vermittelt ein tiefgreifendes  
Verständnis verschiedener**

***Interventionsansätze und ihrer Wirkungsweise. Die wichtigste Aufgabe eines Coaches ist es, den Klienten dabei zu unterstützen, einschränkende Erlebens- und Verhaltensmuster zu erweitern. Die Autoren schildern, mit welchen neurowissenschaftlich fundierten Methoden dies in der beratenden Praxis gelingen kann. Das Buch wirft einen differenzierten Blick auf verschiedene Veränderungsebenen und -strategien sowie auf die Wirksamkeit von Coaching-Interventionen. Ein neurowissenschaftliches***

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**Standardwerk für qualitativ hochwertige  
Beratung. - Gerhard Roth ist »der  
bedeutendste Naturwissenschaftler im  
deutschsprachigen Raum« (Zeitschrift Cicero)  
- Alica Ryba ist erfahrene Coaching-  
Praktikerin Dieses Buch richtet sich an: - Alle  
Coaches - Alle Psychologischen BeraterInnen  
- PsychotherapeutInnen  
Coaching ist längst nicht mehr nur in der  
Führungskräfteentwicklung und im Sport  
anzutreffen. Auch in weiteren  
Handlungsfeldern wie beispielsweise der**

***Politik, dem Gesundheitssektor, der Sozialen Arbeit oder der Wissenschaft findet Coaching vermehrt Verbreitung. Diese rasante Entwicklung aufgreifend, versucht die Publikation die Konturen der immer deutlicher erkennbaren Coaching-Praxisfelder nachzuzeichnen. Mit Beiträgen namhafter Expertinnen und Experten aus dem deutsch- und englischsprachigen Raum werden dazu aktuelle Erkenntnisse aus Wissenschaft und Praxis präsentiert. Einen weiteren Teil der Publikation bilden Coaching-Praxisfelder***

**übergreifende Themen wie Programme,  
moderne Medien und Evaluationsansätze im  
Coaching.**

**Professional Coaching**

**Konzepte, Instrumente, Anwendungsfelder**

**Formate, Konzepte, Diskussionen**

**Bedeutsame Momente im Coaching**

**A Very Short, Fairly Interesting and**

**Reasonably Cheap Book About Coaching and**

**Mentoring**

**A Guide for the Leader Coach**

*Jens Riedel geht der Frage nach, wie Coaching wirkt.*



*Ausgehend von der Hypothese, dass Coaching handlungsleitende Kognitionen von Führungskräften verändert, erarbeitet er eine fundierte Coaching-Theorie, die auf Überlegungen des Forschungsprogramms Subjektive Theorien, der Motivations- und Volitionspsychologie sowie der Individualpsychologie aufbaut und in fünfzehn Fallstudien validiert wird. Außerdem entwickelt er eine Coaching-Methodik.*

*The Handbook of Coaching Psychology provides a clear perspective on this emerging area of professional practice. The book begins with a mixture of personal and factual narratives on the historical and current context of coaching and coaching*

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*psychology. Stephen Palmer, Alison Whybrow and leading coaching psychologists and coaches outline recent developments in the profession, providing the reader with straightforward insights into the application of eleven different psychological approaches to coaching practice, including: solution focused coaching psychodynamic and systems-psychodynamic coaching narrative coaching cognitive behavioural coaching. Part three of the book considers the coach-client relationship, coach development and professional boundaries, together with issues of diversity and sustainability. The final part covers coaching initiatives in organisations and supervision followed by an introduction to*

*professional bodies and available resources. The Handbook of Coaching Psychology is an essential resource for practising coaching psychologists, coaches, human resource and management professionals, and those interested in the psychology underpinning their coaching practice.*

*Der Experte Karsten Drath gibt mit diesem Buch einen Überblick über die verschiedenen Denkschulen im Coaching und stellt viele Methoden und ihre Ursprünge in der Psychotherapie dar. Dieses Buch baut Brücken zwischen der Welt des Coaching und der Psychotherapie, denn beide wissen nur sehr wenig voneinander. Genau das ändert der Autor Karsten Drath. Er erklärt übersichtlich und*

*systematisch, wie sich heutige Coaching-Modelle aus den Wurzeln der verschiedenen Denkschulen der Psychotherapie entwickelt haben und welche zukünftigen Entwicklungen zu erwarten sind. Für die Leser entsteht so das detaillierte Bild einer zeitgemäßen Methodik für das Coaching von Führungskräften. INHALTE:- Erste umfassende Darstellung der Beziehung zwischen Coaching und Psychotherapie- Systematische Vorstellung von 50 Coaching-Interventionen und ihrer Ursprünge in der Psychotherapie- Verständliche Beschreibung von 20 verschiedenen Denkschulen der Psychotherapie, die Coaching geprägt haben- Die 120 wichtigsten Wissenschaftler, Psychotherapeuten und Coaches im*

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*This comprehensive practitioner guide provides an accessible evidenced based approach aimed at those new to coaching and who may be undertaking coach training for a certificate in coaching or professional credentials or accreditation with the AC, ICF, EMCC, CMI or ILM. The book will also be useful for those who want to enhance their coaching skills. The Coaches Handbook is edited by Jonathan Passmore, an internationally respected expert and executive coach, with chapters from leading coaching practitioners from across the world. The book is divided into seven sections. Section one examines the nature of coaching, its boundaries, the business case*

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*for coaching and how organisations can build a coaching culture. Section two focuses on deepening our self-understanding and understanding our clients, the non-violent communications mindset and the coaching relationship. Section three focuses on the key skills needed for coaching including goal setting, powerful questions, active listening, using direct communications and the role of silence, emotions and challenge in coaching. Section four offers a range of coaching approaches including behavioural, person-centred, solution-focused, psychodynamic, neuroscience, narrative, positive psychology, out-door eco-coaching, team coaching, careers coaching and integrated coaching. Section*

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*five focuses on fundamental issues in coaching such as ethics and contracting and evaluation. Section six explores continuous professional development, reflection and the role of supervision, as well as how to establish your coaching business. The final section contains a host of coaching tools which practitioners can use to broaden their practice. Unique in its scope, this key text will be essential reading for coaches, academics and students of coaching. It is an important text for anyone seeking to understand the best practice approaches that can be applied to their coaching practice, including human resources, learning and development and management professionals, and executives in a coaching role.*

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*Wirkung im Coaching*

*The Handbook on Coaching Perfection*

*Neurobiologische Grundlagen wirksamer*

*Veränderungskonzepte*

*A Developmental Approach*

*Wissenschaftliche Grundlagen und praktische*

*Anwendung*

*Beratung, Coaching, Supervision*

Das Buch untersucht weltweit zum ersten Mal, unter welchen Bedingungen Coaching durch virtuelle Bestandteile ergänzt werden kann. Es reflektiert anhand einer forschenden Quellenanalyse aus den Bereichen des Selbstmanagements, der Erwachsenenbildung,



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der Personalentwicklung, dem E-Learning und dem Blended Learning die relevanten Kriterien für ein plausibles Blended Coaching, also der Kombination aus persönlichem Coaching und Internetcoaching. Da es sich um eine Pionierarbeit handelt, wurden Experteninterviews von krisenbetroffenen Führungskräften aus dem deutschsprachigen Raum herangezogen, um herauszufinden, wie sich Manager ein virtuelles Coachinginstrumentarium wünschen. Als Grundlage wurde hierfür evaluiert, ob solche Betroffene grundsätzlich zu einer systematisierten Arbeit mit IT gestützten

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Coachingkomponenten bereit sind. Das Buch zeigt die Möglichkeiten und Grenzen von virtuell gestütztem Coaching beim Entwicklungsstand der künstlichen Intelligenz im Jahr 2012. Der Autor ist langjähriger Personalberater und Karriere-Coach.

Providing a clear perspective on this emerging area of professional practice, this title begins with a mixture of personal and factual narratives on the historical and context of coaching and coaching psychology. In 2006, U.S. News and World Report listed coaching as one of the 10 top growing professions. The first edition of Therapist

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as Life Coach, published in 2002, anticipated this trend, and since its publication it has become a standard for therapists who wish to transition or expand their practices into life coaching. Pat Williams and Deborah C. Davis have finally revised their classic practice-building book for today's therapists and future coaches. Every chapter in this second edition has been updated and rewritten, reflecting the growth of the coaching field and its increasing appeal to not only therapists, but all helping professionals. The book begins by exploring the history of the coaching movement and

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shows how society is hungry for life coaches. The second part of the book explains in detail the differences and similarities between coaching and therapy, discusses the coaching relationship, and considers some of the skills therapists will need to learn and unlearn in order to reclaim their joyfulness about their work. Professional transition tools such as developing and marketing your practice and honing your coaching skills are discussed at length in Part Three. The final section moves beyond basic life coaching to introduce coaching specialties such as corporate coaching, offers self-care

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strategies for life coaches, and peeks into the future of life coaching. There is new material throughout, including an overview of recent coaching developments, updated liability concerns, new business opportunities, and a new section on the research about coaching. Coaching gives practitioners the opportunity to break free of managed care and excessive reliance on the insurance industry and to work with a wide range of clients—specifically, those who are not suffering from mental illness but, rather, seeking to maximize their life potential. This book will help you enter this

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lucrative and personally enriching world with the skills and knowledge you need to build a successful coaching practice.

Coaching-Angebote für alle Lebens- und Arbeitsbereiche schießen noch immer wie Pilze aus dem Boden. Trotzdem - oder gerade deshalb - besteht eine große Unsicherheit über die Seriosität dieser Angebote. Wer sich mit Coaching ernsthaft beschäftigen möchte, sieht sich mit einem unübersichtlichen Dschungel aus Praxis- und Forschungsliteratur konfrontiert. Demgegenüber bietet dieses Buch eine effiziente Kombination aus verständlicher Forschungssicht und

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Praxisnähe: Es enthält neben Einblicken in die Entstehung von Coaching, in die wissenschaftlichen Grundlagen und die aktuelle Coaching-Praxis auch praxisnah aufbereitete Forschungsergebnisse sowie Informationen zu Coaching-Ausbildungen und Berufsverbänden.

Erklärungsmodell und Fallstudien

Transforming Adults Through Coaching: New Directions for Adult and Continuing Education, Number 148

The Complete Practitioner Guide for Professional Coaches

Lösungsorientiertes Coaching in der Praxis

Eine erste empirische Annäherung  
Forschung und Praxis im Dialog

In der heutigen Zeit ist Coaching weit  
verbreitet und wird in

unterschiedlichen Situationen

nachgefragt. Von beruflichen

Veränderungen über Lebenskrisen bis hin

zu Wohnortwechseln reichen die Anlässe,

die Menschen im Coaching Unterstützung

suchen lassen. Aber was ist Coaching?

Coaching wird als Sammelbegriff für

unterschiedliche Beratungsmethoden



verwendet. Und wie wirkt Coaching? Der vorliegende Sammelband gibt einen Überblick über aktuelle theoretische Perspektiven, empirische Befunde und praxisnahe Positionen. Für Coaching relevante Wirkfaktoren, Wirksamkeit von Coaching und die Möglichkeiten, wie diese durch die Kombination mit anderen Weiterbildungsformaten verbessert werden kann, kommen ebenso zur Sprache wie Nebenwirkungen problematischer Coaching-Prozesse, also Wirkungen im

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Coaching, die nicht intendiert und negativ zu bewerten sind. Mit Beiträgen von Marion Alt, Elke Berninger-Schäfer, Isabell Braumandl, Gery Brüderlin, Wolfgang J. Eberling, Harald Geißler, Laura Glauser, Niki R. Harramach, Mathias Hofmann, Willem Jan Hofmans, Eva Jonas, Efriom Kineselassie, Axel Klimek, Axel Koch, Nina Marvalics, Jasmin Messerschmidt, Christina Mühlberger, Maximilian David Mühlberger, Mirjam Neureiter, Alica

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Ryba, Sandra J. Schiemann, Werner  
Stork, Cornelia Tonhäuser, Eva Traut-  
Mattausch und Julia Weber.

The explosive growth of coaching over the past decade has been accompanied by comparable growth in coach training as well as in membership of professional bodies representing the industry. Yet philosophical and intellectual debates over executive coaching and its measurable value and outcomes appear limited in much of the existing

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literature. Many practitioners appear uncomfortable with the hard measurement of real return on investment, preferring softer, more qualitative approaches to evaluation. To challenge the self-perpetuating myth of value which has grown up around executive coaching, *The Value of Executive Coaching* critically explores the discourses surrounding this aspect of leadership development and considers different ways of thinking about its

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growth, development and application outside its established functionalist perspective. Using case study evidence, this exciting new text enhances our understanding of how and why the value proposition of executive coaching is perceived and perpetuated, and provides readers with the opportunity to explore some of the issues which influence perceptions of value. This book will be valuable reading for practising coaches and students on postgraduate coaching

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courses.

Dem Ruf nach fundierter Forschung zu  
Beratung, Coaching und Supervision  
folgend, sind in diesem Band einige der  
neuesten Ergebnisse zur  
Beratungsforschung aus der Perspektive  
verschiedener Disziplinen –  
beispielsweise der Sprachwissenschaft,  
der Sozialwissenschaften, der  
Psychologie und der  
Erziehungswissenschaft – sowie Impulse  
aus der Praxis vereint. Auf dem Weg zu

einer Forschung, in der die Disziplinen Ergebnisse nicht mehr nebeneinander, sondern miteinander generieren, wird zwischen den einzelnen Beiträgen ein Netz gespannt und so gezeigt, wie reichhaltig bereits jetzt die Grundlage für die gemeinsame Arbeit ist. Diese Vernetzung soll sowohl Forscher/innen, die sich mit den Formaten Beratung, Coaching und Supervision beschäftigen, wie auch Vertreter/innen der Praxis Anregungen geben und zu einer

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gemeinsamen Arbeit inspirieren. Denn interdisziplinäre Forschung kann nur in einem echten Austausch auf Augenhöhe fruchtbar sein.

The field of coaching adult populations has grown dramatically over the past two decades. This volume brings together coaching scholars and experts to review this trend, examine some of the theoretical foundations of the field, and explore how coaching adults manifests itself in the workplace, at



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executive levels, and in educational and nonprofit organizations. Readers will: Gain understanding of this field of coaching adult audiences, Learn how adult development and adult learning theories undergird this work, and See applications of coaching approaches through numerous case studies. This is the 148th volume of the Jossey Bass series New Directions for Adult and Continuing Education. Noted for its depth of coverage, it explores issues

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of common interest to instructors, administrators, counselors, and policymakers in a broad range of education settings, such as colleges and universities, extension programs, businesses, libraries, and museums.

This is the 148th volume of the Jossey Bass series New Directions for Adult and Continuing Education. Noted for its depth of coverage, it explores issues of common interest to instructors, administrators, counselors, and

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education settings, such as colleges  
and universities, extension programs,  
businesses, libraries, and museums.

Coaching und seine Wurzeln

Coaching by the Book

Coaching in der Lehrerausbildung

Eine explorative Untersuchung zur  
Weiterentwicklung der Prozessforschung

Wirkungen und Wirkfaktoren im  
Kompetenzentwicklungsprozess von  
Lehramtsanwärtern

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Solution Focused Coaching in Practice

Das Leben wird immer hektischer und so mancher verliert dabei seine Ziele aus dem Blick. Life Coaching hilft, die eigenen Wünsche zu erkennen, Überzeugungen und Erwartungen zu überprüfen und Ziele zu definieren. Ob beruflich oder privat - Life Coaching gibt Unterstützung in schwierigen Lebensphasen und bei Neu-Orientierungen. Der Life Coach ist Berater, Unterstützer und Helfer, er öffnet den Blick auf Stärken und Schwächen und ermöglicht somit die optimale

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Entfaltung des eigenen Potenzials.

"Erfolgreiches Life Coaching für Dummies"

begleitet auf dem Weg, der das Ziel ist.

Coaching by the Book illuminates the rich relationship between Biblical teaching and coaching concepts. It is particularly designed to be helpful as a reference for those who want to coach--or be coached--from a Christian perspective.

"This new manual ... is based on new exercises that overturn traditional conservative coaching styles, as these are responsible for a failure to identify and

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develop the needs of English football ...  
A comprehensive approach to acquiring and  
enhancing the fundamentals of football  
success."--Page 4 of cover.

Das Buch bildet den State of the Art der  
aktuellen Coaching-Prozessforschung ab.  
Forscherinnen und Forscher  
unterschiedlicher Disziplinen -  
mehrheitlich auch erfolgreich  
praktizierende Coaches - präsentieren dazu  
ihre Perspektiven. Im ersten Teil werden  
bewährte und neue Ansätze der Coaching-  
Prozessforschung präsentiert. Robert

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Wegener skizziert eine prozessorientierte Forschungslandkarte und verortet darin die im Sammelband vorgestellten Ansätze. Die Braunschweiger Arbeitsgruppe um Simone Kauffeld fasst neuere Coaching-Untersuchungen im Sinne der Interaktionsforschung zusammen. Erik de Haan und Christiane Nieß stellen ihr Forschungsprogramm zu »Kritischen Momenten im Coaching« vor und Harald Geißler die »Grammatik des Coachens«. Adrian Myers führt ein in das »Coaching Process Q Set« (CPQS) und Eva-Maria Graf in

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gesprächsanalytische Analysen von Coaching-Verläufen. Siegfried Greif und Frank Riemenschneider entwerfen eine Strategie zur Erforschung der Entstehung von Einsichten im Coaching und Christiane Schiersmann und Ariane Wahl zeigen, wie Veränderungsprozesse im Coaching mit dem »Synergetischen Navigationssystem« sichtbar gemacht werden können. Der zweite Teil der Publikation enthält theoretische Positionen zu Coaching-Prozessen als konstitutivem Gegenstand einer Coaching-Wissenschaft. Christiane Schiersmann und



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Heinz-Ulrich Thiel stellen ein theoretisch und empirisch begründetes, allgemeines Modell zur Gestaltung und Analyse von Beratung vor. Michael Loebbert konzipiert eine Pragmatik, wie Coaching-Prozessforschung in der Beobachtung von Coaching für Ausbildung und Evaluation genutzt werden kann. Marianne Hänseler reflektiert schließlich die Bedeutung der Prozessforschung für die Etablierung von Coaching als Wissenschaft.

Coaching

Routledge Handbook of Sports Coaching

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Wissenschaftliche Grundlegung für das  
Design eines Blended-Coaching-  
Instrumentariums

Therapist as Life Coach: An Introduction  
for Counselors and Other Helping  
Professionals (Revised and Expanded)

The Soccer Coaching Handbook

Erfolgreiche Interventionen und ihre  
Ursprünge