

Group and Team Coaching

The Essential Guide

Christine Thornton



Group And Team Coaching The Essential Guide Essential Coaching Skills And Knowledge

Gladeana McMahon, Anne Archer



Group And Team Coaching The Essential Guide Essential Coaching Skills And Knowledge:

Group and Team Coaching Christine Thornton, 2010-04-05 This book offers a new perspective on the subconscious and non verbal processes through which people learn and communicate with each other in groups Describing these processes in the context of modern organisational life it provides practical advice about how to do group and team coaching Introducing key concepts from psychology group analysis and systems theory Group and Team Coaching gives practical guidance on core areas of group coaching team coaching group supervision action learning sets and other learning groups Casting new light on the secret life of groups and teams it discusses the invisible processes of group dynamics pitfalls of group coaching and how to avoid them how to design coaching interventions common dilemmas ethics and supervision With many vignettes and case studies Group and Team Coaching is essential reading for coaches who work with groups and teams

Group and Team Coaching Christine Thornton, 2016-05-17 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 The author 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

101 Coaching Strategies and Techniques Gladeana McMahon, Anne Archer, 2010-03-01 101 Coaching Strategies and Techniques provides focused practical strategies to help the coach with their work Each point provides a detailed explanation of the strategy together with potential pitfalls and solutions Contributors from a range of coaching backgrounds are brought together to cover a number of issues faced by professional coaches including confidence building developing specific skills and strategies group coaching problem solving and creativity self awareness the stuck client 101 Coaching Strategies and Techniques will be a handy reference tool for busy coaches the bite sized strategies will also provide a useful guide for those in training

Developmental Coaching Stephen Palmer, Sheila Panchal, 2012-07-26 Developmental Coaching explores many of the common transition points we experience throughout life including teenage transitions becoming a parent mid life and retirement The book sets these transitions in their social context and reviews them in the light of generational factors The book is introduced with key psychological concepts from areas such as lifespan development and positive psychology in addition to insights from other disciplines including management theory and sociology The main topics of discussion are coaching tools and techniques broader societal and generational trends how coaching can help individuals to realise positive growth With case studies throughout Developmental Coaching offers an essential resource for practising coaches coaching

psychologists counsellors and other professionals who wish to further their knowledge of the developmental aspects of coaching and dealing with life transitions

Cognitive Behavioural Coaching in Practice Michael Neenan, Stephen Palmer, 2013-03-01 Cognitive Behavioural Coaching in Practice explores various aspects of coaching from within a cognitive behavioural framework Michael Neenan and Stephen Palmer bring together experts in the field to discuss topics including procrastination stress performance self esteem perfectionism goal selection socratic questioning This highly practical book is illustrated throughout with lengthy coach coachee dialogues that include a commentary of the aims of the coach during the session It will be essential reading for both trainees and professional coaches whether or not they have a background in psychology It will also be useful for therapists counsellors and psychologists who want to use coaching in their everyday practice

Brief Coaching Chris Iveson, Evan George, Harvey Ratner, 2012-03-15 Brief Coaching offers a new approach to coaching by considering how the client will know when they have reached their goal and what they are already doing to get there The coach aims to work towards the solution rather than working away from the problem so that the client's problem is not central to the session but instead the coach and the client work towards the client's preferred future This book employs case examples and transcripts of sessions to offer guidance on looking for resources rather than deficits exploring possible and preferred futures examining what is already contributing to that future treating clients as experts in all aspects of their lives This practical guide includes summaries and activities for the coach to do with the client and will therefore be a useful tool for both new and experienced coaches as well as therapists branching into coaching who want to add to their existing skills

Coaching Women to Lead Averil Leimon, François Moscovici, Helen Goodier, 2010-09-24 Coaching Women to Lead asks why in the 21st century there is still such a disparity in the number of women filling leadership roles compared with men It argues that a specific coaching approach for women is not only possible but required to support women throughout their corporate career In this book you will find How to build a robust business case for coaching women Which areas of coaching are the most useful at which career stage An academic survey to discover what women need to succeed In depth interviews with women role models Specific tools and techniques to develop a women focused coaching programme Using case studies and findings from the authors research Coaching Women to Lead proposes defined areas for coaching women and offers practical advice for coaches who wish to contribute to the development of excellent women leaders

Interactional Coaching Michael Harvey, 2013-03-01 Interactional Coaching is a powerful one to one learning approach used successfully for over fifteen years that enables executives to make the choices that work for them Drawing on existential philosophy psychotherapy and business theory interactional coaching uses innovative techniques to help clients identify their best possible choices and effectively put them into practice Featuring numerous case studies which integrate theoretical principles with practical tools Interactional Coaching illustrates coaching for vision and other time related issues coaching in the personal dimension coaching interactional strategy and skills coaching conflicts and dilemmas coaching

creativity and communication coaching leadership and managerial expertise Interactional Coaching is essential reading for anyone interested in a new comprehensive approach to helping coachees develop the self knowledge and interpersonal skills necessary for achievement in today s workplace

Conscious Leadership Rebecca Watson,2015-02-11 Is this you You are committed to developing your career and want to take yourself to the next level You cant work any harder to get more results You know that if you keep pushing yourself or your team that something will break This book will give you a new way forward There is a need for a fundamental shift in the way you are doing things For this to happen there must be a fundamental shift in your level of consciousness This is not just another what to do book This is a book that will open your mind and it will change the way you see yourself your role and what great leadership is all about Case Studies and Exercises With the help of real examples and practical exercises you can upgrade your whole core operating system Shift your view of who you are your purpose and how to get results and transform your personal performance and the performance of those around you Have an exponentially positive effect on your organisation as well as the world in which you operate In this book I explain The SECRET that Conscious Leaders know that isnt taught on MBA Courses The SEVEN personal benefits you will experience as a Conscious Leader The PATH of Conscious Development that we are all on but most of us are unaware of and how awareness of it will lead to your success

The Coach's Survival Guide Kim Morgan,2019-07-15 Written by award winning coach Kim Morgan this book is aimed at new coaches working in a freelance or self employed role It is also a valuable resource for anyone involved in coaching including trainers of coaches The Coach s Survival Guide is an easy to use accessible book grounded in practice and experience and including case studies drawn from real life practice It is rooted in the real world normalizing the insecurities felt by many coaches and acknowledging the realities of building a coaching business while addressing the everyday issues that can hinder a coach s performance or confidence Kim covers issues such as Dealing with Impostor Syndrome Establishing credibility Contracting and boundaries Coaching dilemmas Building your coaching business Self care for coaches This new book is intended to be a survival guide so that coaches can access instant support for dilemmas that occur in their coaching practice Reading this book was like spending time with a close friend a combination of warmth wit and illumination Professor Damian Hughes Professor of Organisational Psychology and Change This book is an essential companion to anyone setting out as a professional coach It provides knowledge expertise and perhaps most importantly comfort for all the challenges that new coaches face Tom Preston C E O The Preston Associates At last here is a book that acknowledges the very real challenges involved in building a coaching business and provides a blueprint for success John Perry Coach and Principal Teaching Fellow the University of Southampton UK This is a hugely practical and accessible support guide to help you address the challenges you will face in developing your coaching practice from setting up your practice generating clients and managing yourself in the coaching relationship John Leary Joyce Exec Chair AoEC International author Fertile Void

Group and Team Coaching Christine Thornton,2024-11-29 Group and

Team Coaching is a best seller offering 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 Originally published in 2010 and designed for easy navigation it is a highly regarded team coaching handbook and required reading on many courses This new edition is fully updated with a completely new chapter on working with groups and teams on virtual platforms including hybrid and blended working Christine Thornton uses key concepts from psychology group analysis and systems theory as well as her own extensive experience to give practical advice Topics include the invisible processes of group dynamics common dilemmas pitfalls of team coaching and how to avoid them pros and cons and best practice online how to design coaching interventions supervising coaching ethics Based on research and including many vignettes and case studies this new edition is essential reading for coaches working with groups and teams and leaders working with their own teams or commissioning coaching

Coaching Essentials Patricia Bossons,Jeremy Kourdi,Denis Sartain,2013-06-30 Now a billion dollar industry executive coaching is one of the fastest growing sections of the coaching market and is widely used by senior managers and chief executives in large organisations In this accessible guide fully updated for this second edition Patricia Bossons Jeremy Kourdi and Denis Sartain offer clear explanations of key coaching theories before putting that theory into context with a comprehensive selection of practical tools and techniques Benefits and uses of each technique are explained and then followed with advice on how to apply the technique and make it work for you allowing readers to match situations or issues with specific coaching techniques for optimum results

Essential Life Coaching Skills , Ebook: Mentor Coaching: A Practical Guide Clare Norman,2020-03-26 This practical guide argues that both mentor coaching and supervision be mandated by the professional coaching bodies as part of coaches continuous professional development Mentor coaching is not just for those coaches seeking a credential it is for lifelong professional development for every coach at every level of the profession You are the best coaching tool there is Tools need to be oiled sharpened repaired and protected to keep them in tip top condition That s what mentor coaching and supervision do they keep coaches sharp and fit for purpose The reader will learn how to develop as a coach using mentor coaching as well as how to develop as a mentor coach to support other coaches to develop Clare Norman explains what mentor coaching is why it is so important and the competencies for mentor coaching How coaches show up in the room is more important than how much we know about the theory behind coaching Clare Norman s concise book is important reading for all practising coaches as well as coaches and mentor coaches in training

Solution Focused Coaching in Practice Bill O'Connell,Stephen Palmer,Helen Williams,2013-06-19 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 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 managers considering introducing a new and better coaching culture for their staff and for those just starting out on their coaching journey

The Manager's Guide to Coaching for Change John L. Bennett,2024-09-02 We live and work in a world of change Helping individuals and teams prepare for respond to and learn from change are critical for thriving Managers and leaders at all levels play a vital role in developing talent increasing performance and supporting transitions and transformations This book is about effectively coaching others in your role as a manager coach A manager coach is a person who uses coaching related knowledge approaches and skills to coach team members in the organization who report to them or who have sought their coaching In 16 chapters leaders at all levels human resource professionals and graduate students will find research based practical approaches to developing talent improving performance and supporting transformation Topics include the change coaching process theoretical foundations of coaching use of self in managerial coaching six coaching skills how to coach across differences specialty coaching peer team and executive ethical considerations for coaching and continuous development for manager coaches Provides models frameworks and tools that can be used to coach team members

Coaching with Meaning and Spirituality Peter Hyson,2013-02-11 Coaching with Meaning and Spirituality aims to help coaches with those occasions where a clients search for meaning needs to be addressed and explored Working with spirituality in a coaching context can be difficult and unfamiliar for coaches but in this book Peter Hyson provides a vocabulary to facilitate this exploration and ultimately to help coaches to address their clients doubts and worries especially in an economic climate where old certainties may be lost Part I of this text argues the case for why coaches should be willing and able to explore areas of meaning and spirituality with coachees It provides definitions and terminology Part II uses case studies and activities to help coaches apply these definitions to specific contexts that we might face as coaches The final part provides some deeper skill development and extended resources This book looks at motivation legacy drive to succeed increasing profit maintaining work life balance stress breakdown and crises and qualities of effective leadership It will be especially useful for professional coaches both the experienced and the relatively new who coach in a variety of contexts It aims to stimulate a new area of discussion across the wider coaching profession

Becoming a Team Coach Jonathan Passmore,Paul J. Barbour,Lucy Widdowson,Katerina Kanelidou,2025-01-15 How can you become the best team coach you can be Written by highly experienced and award winning authors and speakers this book will help to equip you with the skills and knowledge you need to develop yourself as a professional team coach It will encourage you to reflect on who you are what you do and how you can enhance your skills By drawing on the Gold Standard for team coach training and the latest coaching research it will ensure your practice is both well informed by evidenced and up to the highest professional standards The

book will also help you as you undertake a team coaching training program as part of ICF team coaching development

Becoming a Team Coach is a critical resource created by top executive coaches that offers a cumulation of the authors experience and knowledge in the field This guide provides practical frameworks and expert advice for both new and experienced coaches and combines theory with real world applications for the most effective teaching Whether you re just beginning or looking to refine your skills this guide will help you make a significant impact Dr Marshall Goldsmith is the Thinkers50 1 Executive Coach and New York Times bestselling author of The Earned Life Triggers and What Got You Here Won t Get You There Team coaching is a fast growing phenomenon in the professional coaching field Yet there are still some misunderstandings lack of clarity and frankly some mis information This book is a great resource for anybody who is interested in either being trained in team coaching or engaging this service for their organization Easy to navigate and very practical it is a real comprehensive resource for all Magdalena Nowicka Mook CEO International Coaching Federation As the world of coaching evolves learning how to be a team coach is both a survival strategy for practitioners and a way to add more value to clients While competencies have a role to play the core skill is to move beyond them this book maps out how to achieve this Prof David Clutterbuck Solution Focused Coaching Supervision Kirsten Dierolf,Svea van der Hoorn,Debbie Hogan,Jane Tuomola,2024-08-20 Solution Focused Coaching Supervision offers the reader a theoretically coherent framework for coaching supervision outlined in an engaging way that is simple to understand and apply immediately using a variety of collaborative coaching supervision moves grounded in practical examples The book offers an in depth understanding of the theory of Solution Focused Supervision which as a social constructionist approach privileges the coaching supervision clients experience resources and preferred future over an analytic or deficit oriented stance It also provides a step by step how to for individual group peer and team coaching supervision Coaching supervision ethics is discussed in theory and via real case examples Deliberate and reflective practice models will enable readers to develop their practice wherever their starting point may be The reader will also find transcripts of actual coaching supervision sessions to bring the theory to life An essential and comprehensive resource that will enable beginner coaching supervisors to start practising this highly respectful and ethical approach to coaching supervision while also inspiring more advanced coaching supervisors to use this simple and effective approach to coaching supervision *The Coaching Relationship* Stephen Palmer,Almuth McDowall,2010-01-29 The Coaching Relationship discusses how we can integrate process perspectives such as the quality of the coach coachee relationship and professional perspectives including the influences of training and supervision for more effective outcomes Stephen Palmer and Almuth McDowall bring together experts from the field of coaching to discuss different aspects of the coach coachee relationship topics covered include the interpersonal perspective the role of assessment ethical issues cultural influences issues of power The book also includes a chapter on the interpersonal relationship in the training and supervision of coaches to provide a complete overview of how the coaching

relationship can contribute to successful coaching Illustrated throughout with case studies and client dialogue The Coaching Relationship is essential reading for practicing coaches and coaching psychologists wishing to learn more about the interpersonal aspects of coaching

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