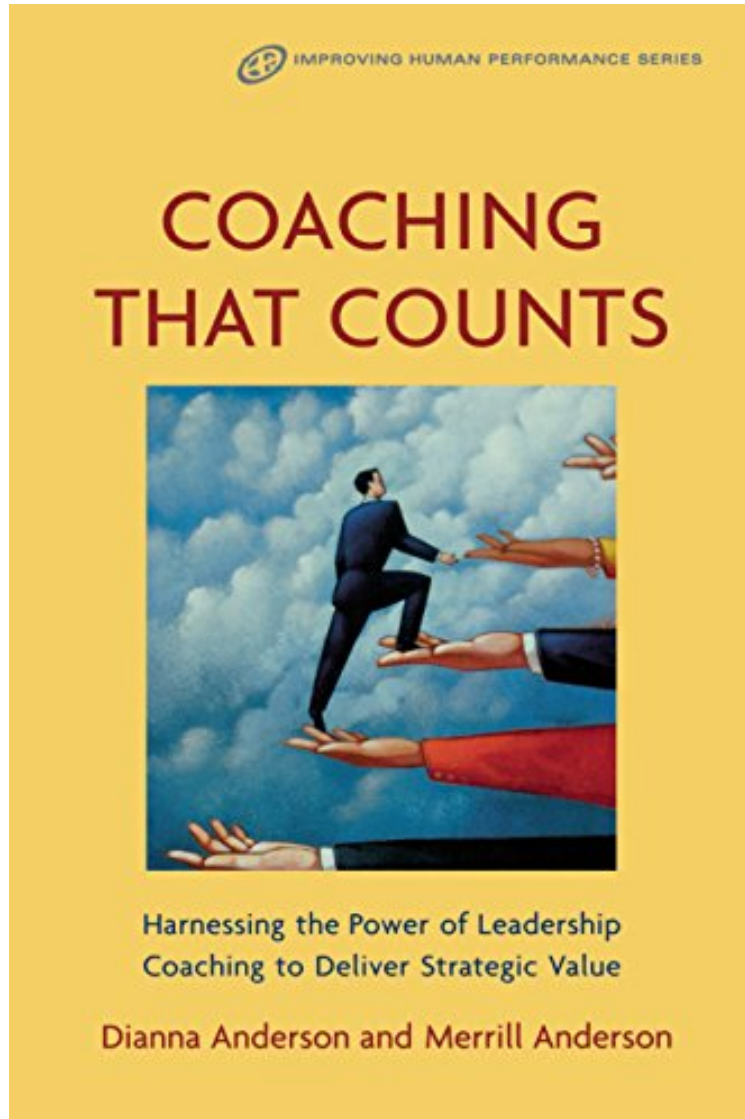


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Coaching that Counts (Improving Human Performance)

Dianna Anderson, Merrill Anderson

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Dianna Anderson, Merrill Anderson : Coaching that Counts (Improving Human Performance) before purchasing it in order to gage whether or not it would be worth my time, and all praised Coaching that Counts (Improving Human Performance):

4 of 4 people found the following review helpful. A business-oriented guide to executive coachingBy Richard GriffinAn executive coach can no doubt learn from any of the better-written books on the subject, but it's rare to find a work that 1) is both intelligent and lucid; and 2) explicitly constructs a coaching model that is tied to the ROI concerns of the business client. Coaching that Counts is just such a work.Written without the mystical "make a commitment and

the universe will cooperate" thesis that informs much of the coaching literature, Anderson has created a reasonable cause and effect model for executive coaching that explicitly allows you the coach to justify your fees not merely on the basis of the personal growth of the client, but on the financial results that growth will produce in his/her business or place of employment. It's one of the three or four best works on coaching into business.0 of 0 people found the following review helpful. Fantastic bookBy Dr. Shahrzad Sherry NooraviOne part of this book breaks down the stages people go through when they are being coached from changing their daily habits to reaching transformational change in their lives. It was helpful to see how these stages of development linked to ROI, which was the second part of the book. I really like how the authors gave specific examples of how to set up a leadership development program with ways to measure its impact.This book is less of a how-to-coach book and more of a how-to-measure the ROI of coaching. I highly recommend it and will have my consultants at Strategy Meets Performance read it.Dr. Sherry Nooravi1 of 1 people found the following review helpful. wasn't what I expected, too technical,By ftworthtxwasn't what I expected, too technical, more for someone in the field rather than someone trying to learn basic coaching skills

As the field of business coaching has expanded and evolved over the last decade, many different approaches to business coaching have been created. The authors of Coaching that Counts have written a practical, readable guide for developing, delivering and measuring high value business coaching.Coaching that Counts, combines insights and practical experience about how to achieve transformational change through the strategic application and evaluation of leadership coaching. The book provides expert guidance and is organized into three sections:-bull;Part one looks at proven client-centered approach to coach leaders within an organization with a focus on creating value for the individual.bull;Part two shows how to effectively manage coaching as a business initiative.bull;Part three provides knowledge, ideas and tools to evaluate the monetary and intangible value of coaching.

"Coaching That Counts is filled with compelling insights on leadership coaching and how to manage this powerful development process to deliver strategic value. A must read for anyone involved in coaching." -- Ken Blanchard, co-author of The One Minute Managerreg; and Customer Mania!"What a powerful piece of work! Coaching That Counts makes a significant contribution to the field of coaching and to the organizations that use coaching services. Every coach and corporate executive needs to study this book carefully."-- Cheryl Richardson, author of Take Time for Your Life, Life Makeovers, and Stand Up for Your Life"Companies today are demanding that international coaching firms provide evidence that coaching is valuable and impacting the bottom line. I found that Coaching That Counts provides a framework for how to approach large coaching engagements systematically so clients see the value in coaching. This book is a must have for anyone providing coaching services to large organizations."-- Barbara Singer, Vice President of Executive Coaching, Global Lore International Institute, USA"The Andersons' book of data and practices illuminates how pivotal coaching can be in taking organizations and individuals to their next level of performance, and beyond."--Dr. Barbara Walton, MCC, President of the International Coach Federation, USA"In the three years since we conducted an ROI study on coaching, the benefits revealed by the study have proven to be strategic and sustainable."-- Cindy Dauss, Leadership Development, Nortel Networks, USA"Coaching That Counts belongs on the shelf of every professional coach and leader who cares about the sustainable development of people. The Andersons portray the impressive results of the marriage between coaching and research by using the data and real life examples of case studies that never fail to ask and answer the relevant questions. Coaching That Counts leaves the reader with a deeper understanding of why coaching is of value, what needs to happen for coaching to produce results, the value of an empirically based model for coaching and even how to measure the ROI of coaching. This is truly a book that counts."-- Nadjeschda Hebenstreit, President of the ICF , Germany, Founder of TheSuccessClub for Solopreneurs"This book is a must for anyone who is introducing coaching into an organization or managing a coaching initiative."-- Ross McLelland, Managing Director, Pacific Consulting Resources Pty Ltd, Australia"Learning about the three lynchpins for Coaching That Counts is a must for business and Human Resources leaders who are working to make coaching an essential element of their global leadership development capability."-- Stephan H. Oberli, CEO and President SHO Resource Group GmbH, Switzerland"This book addresses the three key aspects of a successful executive coaching engagement: the art of coaching, the art of managing coaching initiatives and the art of evaluating coaching results. Coaching That Counts is a wellspring of inspiring insights and powerful tools for internal and external coaches around the world.-- Giovanna D'Alessio, Chief Executive Coach of Life Coach Lab srl, Italy"This book is a must read for coaches who are interested in working within organizations, program managers of organizational coaching initiatives, and Chief Learning Officers who need to be able to articulate the value of executive coaching to key stakeholders." -- Vernita Parker-Wilkins, Executive Development Learning Manager, Booz Allen Hamilton, USAFrom the Back Cover[back jacket]Business/Human Resource Management Coaching That CountsHarnessing the Power of Leadership Coaching to Deliver Strategic ValueDianna L. Anderson and Merrill C. Anderson"What a powerful piece of work! Coaching That Counts makes a significant contribution to the field of coaching and to the organizations that use coaching services. Every coach and corporate executive needs to study this book carefully." - Cheryl Richardson,Author of Take Time for Your Life, Life Makeovers, and Stand Up for Your

Life"Coaching That Counts is filled with compelling insights on leadership coaching and how to manage this powerful development process to deliver strategic value. A must read for anyone involved in coaching." - Ken Blanchard, co-author of *The One Minute Manager*; and *Customer Mania!*". Coaching That Counts provides a framework for how to approach large coaching engagements systematically so clients see the value in coaching. This book is a must have for anyone providing coaching services to large organizations." - Barbara Singer, Vice President of Executive Coaching, Global Lore International Institute, USA "In the three years since we conducted an ROI study on coaching, the benefits revealed by the study have proven to be strategic and sustainable".- Cindy Daus, Leadership Development, Nortel Networks, USA As the field of executive coaching has expanded and evolved over the last decade, many different approaches have emerged. The authors of Coaching That Counts have written a practical, readable guide for developing, delivering and evaluating high value leadership coaching. Coaching That Counts, combines insights and practical experience about how to achieve transformational change through the strategic application and evaluation of leadership coaching. The book provides expert guidance and is organized into three sections: Part one looks at a proven client-centered approach to coach leaders within an organization with a focus on creating value for the individual. Part two shows how to effectively manage coaching as a strategic initiative that creates value for the business. Part three provides knowledge, ideas and tools to evaluate the monetary and intangible value of coaching and to demonstrate ROI. Dianna L. Anderson is an executive coach and management consultant with over ten years of experience guiding individuals and organizations to realize their fullest potential. Dianna is the founder and CEO of Lydian LLC. Dr. Merrill C. Anderson is a business consulting executive, author and educator with twenty years experience improving the performance of people and organizations. Dr. Anderson is currently the chief executive officer of MetrixGlobal LLC. About the Author Dr. Merrill C. Anderson is a business consulting executive, author and educator with twenty years experience improving the performance of people and organizations. Dr. Anderson is currently the chief executive officer of MetrixGlobal LLC, a consulting company that provides clients with performance measurement solutions. He specializes in providing business support groups such as HR, training and OD with performance measurement solutions that increase accountability for bottom-line results. He has held senior executive positions with four Fortune 500 firms including, most recently, senior vice president, human resources and Academy dean for Wells Fargo Home Mortgage. Dr. Anderson has consulted with over one hundred companies throughout North America and Europe to effectively manage strategic organization change. He has over thirty professional publications and speeches to his credit including the books *Strategic Change: Fast Cycle OD* and *Building Learning Capability Through Outsourcing*. Dr. Anderson has taught graduate-level courses at Pepperdine, Antioch and Benedictine universities and soon will begin teaching at Drake University. He earned his doctorate in Psychology at New York University.