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## HBR Guide to Coaching Employees (HBR Guide Series)

*Harvard Business Review*

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**Harvard Business Review : HBR Guide to Coaching Employees (HBR Guide Series)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised HBR Guide to Coaching Employees (HBR Guide Series):

9 of 9 people found the following review helpful. Great Ideas and Approaches for Managers and Leaders By Manoske A great book if you want to really work with your staff but aren't sure how to approach it. Having a variety of authors providing spot on, real-world examples, you'll walk away with new tools and approaches. Coaching is about listening, asking penetrating questions and developing mutually agreed upon action plans. The authors honor coaching, and show how to apply these methods in very common situations. Highly recommend the book and the ideas. It's especially good for new managers and leaders. 2 of 2 people found the following review helpful. Coach them up By A Customer The framework flow were easy to follow. Overall good guidance for first time leaders and those more senior needing a refresher. 0 of 0 people found the following review helpful. Great coaching guide By gakaka Liked the easy to read style. The book uses real life examples that resonated with me. Recommend to all middle manager that manage teams with individuals that have different levels of ability and performance. Worth the read.

Help your employees help themselves. As a manager in today's business world, you can't just tell your direct reports what to do: You need to help them make their own decisions, enable them to solve tough problems, and actively develop their skills on the job. Whether you have a star on your team who's eager to advance, an underperformer who's dragging the group down, or a steady contributor who feels bored and neglected, you need to coach them: Help shape their goals and support their efforts to achieve them. In the HBR Guide to Coaching Employees you'll learn how to: Create realistic but inspiring plans for growth Ask the right questions to engage your employees in the development process Give them room to grapple with problems and discover solutions Allow them to make the most of their expertise while compelling them to stretch and grow Give them feedback they'll actually apply Balance coaching with the rest of your workload Arm yourself with the advice you need to succeed on the job, from a source you trust. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

About the Author For over 30 years, Bob has worked with Senior Executive Teams and Boards on their most vital strategic and organizational challenges, both as a consultant and a corporate executive. He is considered one of the world's leading strategic facilitators, having designed and conducted offsites in sixteen countries with companies ranging from Fortune 10 multinationals to German mittelstand family businesses. Bob is the author of four Harvard Business articles: Off-Sites That Work (June 2006, co-authored with Logan Chandler), When Teams Can't Decide (November 2008), Who Really Makes The Big Decisions in Your Company? (December 2011), and Leadership Summits That Work (March 2015, co-authored with Cary Greene). HBR named When Teams Can't Decide one of ten 'must read' articles on teams. No Bio