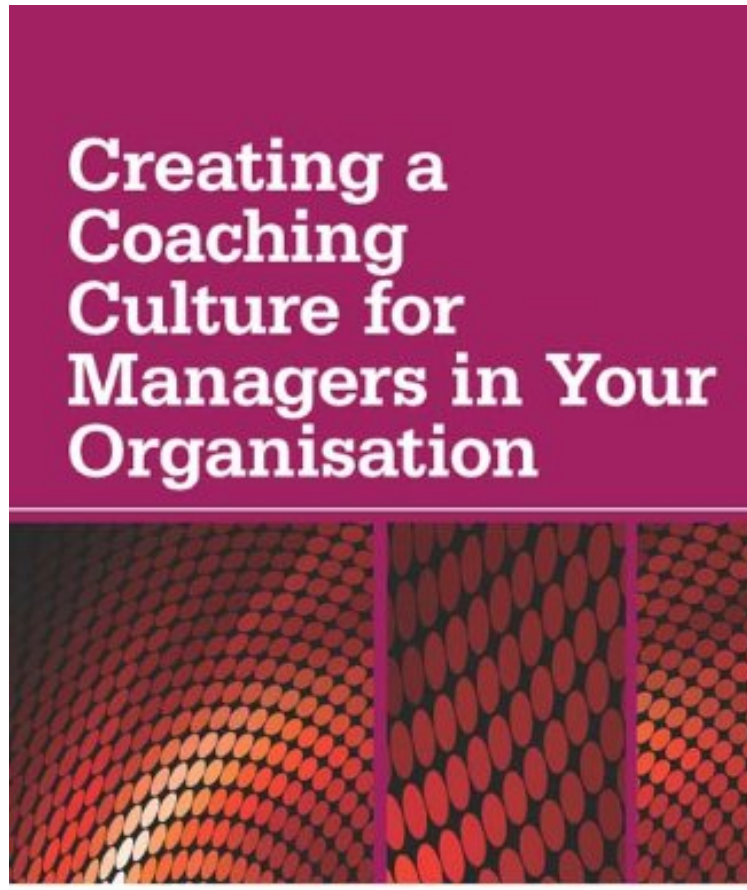


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# Creating a Coaching Culture for Managers in Your Organisation (Essential Coaching Skills and Knowledge)

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Edited by Dawn Forman, Mary Joyce  
and Gladeana McMahon



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**From Routledge :** **Creating a Coaching Culture for Managers in Your Organisation (Essential Coaching Skills and Knowledge)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Creating a Coaching Culture for Managers in Your Organisation (Essential Coaching Skills and Knowledge):

Creating a Coaching Culture for Managers in your Organisation is for managers leaders and coaches interested in extending the practice of coaching to achieve broader organisational outcomes. The book offers a practical approach on how to use coaching strategically to create a culture that supports change, builds leadership capacity, and achieves a high degree of alignment between the goals and aspirations of organisations, and their staff. The authors provide rich case study examples of how coaching has been used in a range of organisations to build capacity, leadership learning, and support new ways of working. Taken together, the chapters provide insight into how organisations can develop a culture that promotes engagement, open and dialogic communication, clarity of expectations, and high performance. This valuable text is a timely contribution to current thinking on leadership, management, and organisation development. It will be of interest to managers, leaders, HR professionals and coaching professionals, as well as students interested in coaching techniques, counsellors, and psychotherapists.

"This treasure trove of ideas is testimony of the liveliness and growth in organisational coaching and coaching cultures. Driven on by powerful and diverse case studies, this book forms a courageous attempt at pinpointing the kinds of leaders and leadership we need for the future. Creating a coaching culture helps those future-oriented leaders to think about how executive coaching may help bring out the organisational changes that we need to keep adapting to ever more demanding challenges." - Erik de Haan, Director of Ashridge Centre for Coaching and Professor of Organisational Development, VU University "If you are looking for a practical, no-nonsense guide to helping those with a stake in the firm and questions about the value of a coaching culture, then this is the book for you." - David Megginson, Emeritus Professor of Human Resource Development, Sheffield Business School, from the Foreword "This book offers a well-articulated set of perspectives on the importance of coaching and the impact it can make on behaviours and cultures in organisations. "It will give courage to those who are determined to enable the best performance from colleagues, and practical new perspectives from a wide range of different sectors. This is a gift for the committed 'learning leader'." - Dr Paul Gentle, Director of Programmes, Leadership Foundation for Higher Education UK nbsp; "Great to see a book in the coaching field that goes beyond the individual and helps organisations develop the kind of culture that makes life liveable for managers and employees alike. This is a book that should be read by all interested in creating a coaching type culture for managers in all sorts of organisationsa must buy book" - Professor Cary L. Cooper, CBE, Distinguished Professor of Organizational Psychology and Health, Lancaster University Management School, Chair of the Academy of Social Sciences, President of the British Association of Counselling and Psychotherapy President of RELATE nbsp; "Creating a coaching culture provides a detailed rationale for building and maintaining a foundation of coaching in organisations it is a really useful handbook covering the why, what and how. The real-world case studies, practical guidance and realistic strategies illustrate simple ways to successfully implement coaching to effect change across the complex layers of an organisation's operations." - Anna Reader, National Coordinator: Women's Executive Development (WEXDEV), Australian Technology Network of Universities (ATN) nbsp; 'Creating a Coaching Culture for Managers in Your Organisation is timely, relevant, and shifts coaching to a whole new level of potential. Those leading and influencing within today's organisational landscape, full of its challenges and complexities, need to navigate through these with a much wider lens. This book enables that to happen, and is especially useful for any experienced coach, manager or leader looking for new perspectives.' - Katherine Tulpa, CEO Association for Coaching "This innovative and highly practical book is essential reading for busy managers. It focuses on the critical task of bringing about real and lasting culture change, improved performance and whole organisation transformation through coaching. I have been looking for such a clear and comprehensive book to assist me as a CEO for a long time - this book is a must for staying ahead of the coaching curve" - Lynne Sedgmore CBE, Chief Executive of 157 Group About the Author Dawn Forman has worked as an independent executive coach and consultant for five years and is an adjunct professor at Curtin University and Auckland University of Technology, and a visiting professor at Auckland University of Technology. Mary Joyce is an executive coach, leadership consultant and Director of Leading Minds Consulting. She teaches the psychodynamics of groups and organisational behaviour, and is visiting tutor at Salomons, Canterbury Christ Church University. Gladeana McMahon is one of the leading coaches in the UK. She is a co-editor of the Essential Coaching Skills and Knowledge series.