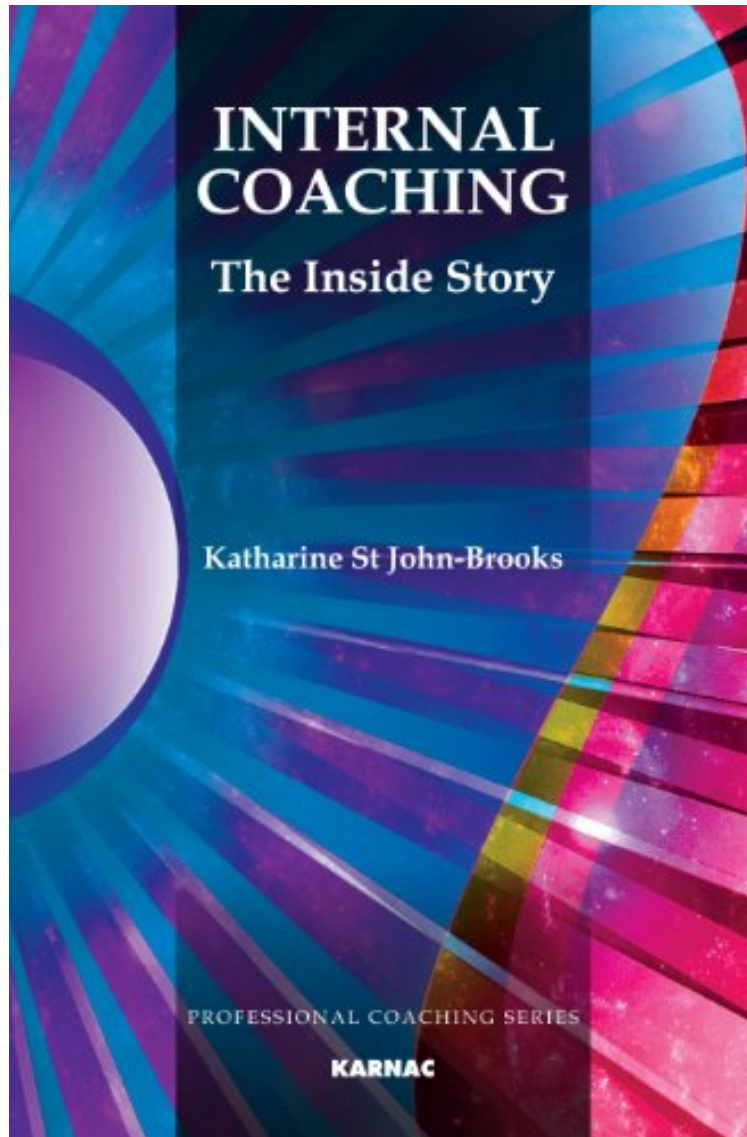


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Internal Coaching: The Inside Story (The Professional Coaching Series)

Katharine St John-Brooks
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Katharine St John-Brooks : Internal Coaching: The Inside Story (The Professional Coaching Series) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Internal Coaching: The Inside Story (The Professional Coaching Series):

0 of 0 people found the following review helpful. Great book on internal coaching...By Stuart What I liked about this book is that even though it is clearly well researched, it wears its erudition very lightly. Its accessibility is what makes it score so highly. The fact that it is based on conversations with those who are steeped in the practicalities of being an

internal coach or running an internal coaching pool shines out from every page. Every aspect of internal coaching is covered in depth - from what it is like being an internal coach (the rewards and challenges) to selecting, training, supporting and developing the coaches and evaluating the effectiveness of what they are delivering - but brought to life by the real case studies and quotations volunteered by internal coaches, lead coaches and coach supervisors themselves. Every organisation using internal coaches should have a copy of this book as a source of reference and it should be on the bookshelf of every internal coach!

Internal Coaching: The Inside Story provides a window into the world of internal coaching: the challenges and rewards for the coaches themselves and the ways in which organisations can ensure that they can get best value for money from their investment in them. Internal coaching is booming. A recent survey showed that nearly four fifths of large organisations in the UK believe that internal coaching (that is coaching delivered by one employee to another in a different chain of command) will grow over the next three years. Yet there has been surprisingly little written about the unique nature of the internal coaching role. Drawing on the stories of hundreds of internal coaches, coach sponsors, lead coaches, supervisors of internal coaches and coach trainers, Internal Coaching: The Inside Story gives internal coaches a voice. It makes available to hard-pressed HR directors, talent managers, and learning and development professionals the fruits of very practical research into what is working in organisations and how they might maximise the value for money they get from their investment in internal coaches. The whole aim is to stimulate thinking and be a catalyst for generating options and choices. In the words of its author: "My dream is that, every few pages, a reader somewhere will think: 'Now that's a good idea. We should think about trying that.' "

"A very pragmatic and balanced view looking at the complex world of managing an internal coaching pool. There is a lot of food for thought contained in this book, with practical points to ponder and some very thought-provoking questions. A very useful 'toolkit' for those of us who manage internal coaching within large organisations." (Leigh Naylor, Leadership and Talent Consultant)"This book strikes that fine balance, providing thorough insight and plenty of stimulation and challenges, whilst also being concise. Invaluable for anyone setting up an internal coaching scheme or thinking about becoming an internal coach." (James Hutton, Head of Talent Development)"A thoughtful and thorough exposeacute; of the reality of coaching inside organisations. The counsel of coaches and sponsors of coaching is all here: start-up tips, checklists, case studies, lessons learned, and, above all, a celebration of achieving great things through perseverance and business focus." (Trevor Elkin, Leadership Development)"This book is an invaluable guide for all internal coaches and organisers of internal coaching services. It brings to life what it is to be an internal coach ndash; with all its rewards, pitfalls, and complexities ndash; and provides a veritable feast of examples of how organisations all over the world are approaching the challenge of setting up, supporting, and harnessing the power of internal coaching. Essential reading." (John Leary-Joyce, CEO Academy of Executive Coaching and Chairman)"Internal Coaching is essential reading for any lead coaches and supervisors looking to protect and build on their organisation's investment in coaching, engage and support internal coaches, and assure ethical and accountable practice. I'm sure many will wish they had had this resource when they first embarked on their journey with coaching." (Katherine Long, Director of Development and Supervision)"Highly practical, engaging, and long overdue. This book is an important contribution to a growing area of coaching. The combination of experience, research, practice, and theory present in this book make it a must for organisations and practitioners thinking about, or currently running, internal coaching programmes. While targeted towards internal coaching, the wide variety of case examples, insightful commentary, and a willingness to approach difficult issues makes this book an important resource for all coaches." (Dr Michael Cavanagh, Coaching Psychology Unit)"Finally, a book dedicated to the internal coach. Finally, a handbook for coaches that puts ethics before everything else. It gives me great pleasure to recommend this accessible and inspirational book for everyone engaged in helping conversations inside organisations." (Erik de Haan, Director of Centre for Coaching, Ashridge, and Professor of Organisation Development and Coaching)About the AuthorKatharine St. John-Brooks is an executive coach and consultant specializing in the strategic use of internal coaches within organizations. She has an MSc in Organizational Behavior and an MA in Professional Development (Coaching), is a fellow of the Institute of Consulting, and runs her own leadership consultancy, Working Solutions. In her coaching work, she focuses on Board level executives. Katharine has extensive experience of working in private, public, and non-profit sectors and regularly speaks at conferences and workshops about coaching. She chairs the EMCC's Public Sector Coaching Mentoring Forum, co-chairs their Internal Coaching Special Interest Group and is Chair of a charity for isolated older people.