[MOBI] Executive Coaching Systems Psychodynamic Perspective

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Executive Coaching-Halina Brunning 2006-01-01
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Executive Coaching—Halina Brunning 2019-07-05

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Executive Coaching—Catherine Sandler 2011-10-01

This book aims to provide the reader with a clear and concise introduction to psychodynamic concepts and their application to executive coaching.

Psychodynamic Coaching—Claudia Nagel 2019-06-27

In Psychodynamic Coaching: Distinctive Features, Claudia Nagel presents a comprehensive overview of the unique features of psychodynamic coaching. As leaders and managers acknowledge the need to understand themselves and their context by looking underneath the surface to improve their decision-making, psychodynamic approaches offer unique insight. Psychodynamic Coaching: Distinctive Features covers not only the major theory but also the practice of coaching, giving guidance from beginning to end of the client relationship. Constructive, holistic and accessible, it demonstrates the impact and dynamics of the unconscious whilst illustrating the power of understanding human behaviour in the complexity of the modern world. With a focus on emotions and relationships in supporting modern leaders adapting to organisational challenges, this book will be an invaluable tool for coaches of all backgrounds, academics and students of coaching and organisational behaviour, and also clinicians. It will also be a key resource for senior leaders for their own personal growth.

The Psychology of Executive Coaching—Bruce Peltier 2011-04-27

With the first edition of this text, Peltier drew on his extensive experience in both the clinical and business worlds to create a comprehensive resource that brought psychological and coaching concepts together. It quickly became a practical and invaluable guide for both mental health practitioners looking to
expand their practice into coaching and business professionals interested in improving their own coaching skills. In this updated edition, topics reflect the latest developments in the field of executive coaching. Peltier describes several important psychological theories and how to effectively translate them into coaching strategies; essential business lessons in leadership, marketing, and the corporate viewpoint along with vocabulary for the therapist; the challenges women face as managers and executives and effective coaching methods for working with them; and lessons from successful athletic coaches that can be integrated into consulting skills. This edition includes four new chapters, one describing psychopathology likely to be encountered by coaches. Another describes and evaluates emotional intelligence, a third summarizes adult developmental theory for coaches, and a fourth sorts out the popular and scientific literature on leadership and leader development.

Psychoanalytic Studies of Organizations-Burkard Sievers 2018-04-19 This book samples the groundbreaking work that has been developed over the last twenty-five years by psychoanalysts, writers and practitioners associated with the International Society for the Psychoanalytic Studies of Organizations (ISPSO). What characterises this collection of original papers is an attempt to look at organizations, groups, teams and organizational role holders using psychoanalytic, systemic and psychodynamic perspectives that collectively eschew superficial, linear, prescriptive and mechanistic views of both the system and the individual within. These papers, delivered as presentations to the Society during the Annual Symposia of the ISPSO - from its inception in 1983 to date - collectively form an important commentary on the changing societal dynamics and current preoccupations facing contemporary organizations, their leaders and their workforce. As such, these papers are representative of many that have contributed to - and documented - the development of the thought and praxis from a psychoanalytic perspective and systems thinking over the last quarter of century.
Coaching on the Axis-Marc Simon Kahn 2018-05-01 This book offers an approach to business and executive coaching that properly aligns the practice in the culture of business through the use of a relational "coaching axis" that helps to manage the complexity of the organisation and the individual as dual clients. Business and executive coaching occurs within an organisational context with the goal of promoting success at all levels of the organisation by affecting the actions of those being coached (Worldwide Association of Business Coaches, 2007). This form of coaching is distinct from other types in two ways, firstly it is focused on achieving business outcomes, and secondly, both the individual being coached and the sponsoring organization are simultaneously the client. This book explains how a coach manages the complexity of helping these two clients by acting as a narrative bridge between their stories. It offers a relational approach which resists remedial or curative notions born from coaching's human science roots and instead aligns to workplace realities.

Coaching in Depth-Susan Long 2018-05-08 Coaching In Depth introduces the reader to the management consultancy technique of Organizational Role Analysis (ORA); a technique with the immensely practical purpose of helping managers to stay "in role and on task". The ORA method is grounded in a process of consultation that derives from the conjunction of open systems theory and psychodynamic understandings of human behaviour. It enables the collaborative resolution of the mental and emotional tensions represented in the client's work role as he/she strives to manage the dynamics between their organization-in-the-mind and the organization-in-reality.

The Workplace Within-Larry Hirschhorn 1988 In this revealing study, Larry Hirschhorn examines the rituals, or social defenses, organizations develop to cope with change. Using extended ease studies from offices, factories, and social services, he describes why these often irrational practices that fragment and injure individuals within the workplace exist, how they operate, and how they can be reshaped to
enhance people's work experience. Larry Hirschhorn is principal and senior research manager at the Wharton Center for Applied Research.

Multidimensional Executive Coaching - Ruth L. Orenstein, PsyD 2007-06-25 According to a recent study, there is a 40% failure rate among executives in the U.S. today. To combat the difficulties inherent in assuming high-level corporate roles, companies are using new tools to help executives achieve maximum effectiveness, including the hiring of an executive coach. This unique book, written by a trained psychologist and executive coach with decades of experience as a business executive, offers a step-by-step guide to the practice of executive coaching. Using actual case studies, the author builds a multidimensional approach to coaching; clients are encouraged to look at multiple forces in their lives, including the Individual and the Organization, Unconscious Forces, Multi-Level Forces, and their Use of Self. Examining each force then guides the executive coach in joint goal setting, commitment to a coaching contract, meeting objectives, evaluating outcomes, and concluding the coaching process. Written specifically for graduate students--of applied psychology and related disciplines--who wish to practice executive coaching, this text will enlighten anyone in business who would like to use executive coaching to improve his or her organization.

A Manual of Organizational Development - Halina Brunning 2018-03-26 A practical guide to the essentials of organizational change which makes complex concepts accessible to managers, consultants, human resources professionals and others. Includes a directory of further sources of information and assistance.

Executive Coaching - Richard R. Kilburg 2000-01-01 The unrelenting pace of business in modern organizations places constant pressure on employees, challenging the physical and emotional resources of both staff and supervisors. Consultants have become familiar with the survivalist mentality among workers, each struggling to improve production, solve intractable conflict, and chart realistic growth.
This book was written to help organizational consultants understand the chaotic processes and psychodynamic problems that influence executive behavior and performance. In engaging prose highlighted by substantial case illustrations, the author examines organizational conflict and shows how methods and techniques developed in clinical settings can be applied to coach executives and management teams. The book is an important read for consultants who wish to help executives develop human wisdom and to gain insight into the chaotic, "shadow" side of individual and organizational life.

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The Systems Psychodynamics of Organizations-Laurence J. Gould 2018-05-30 This authoritative source book on the learning and creative application of the systems psychodynamic perspective defines the field, presenting the key concepts, models, and social methodologies that derive from it, together with their theoretical and conceptual underpinnings in psychoanalysis, group relations and open systems theory.

Coach and Couch 2nd edition-Manfred F.R. Kets de Vries 2015-11-04 Drawing upon substantial research this book presents the essential leadership models and equips practitioners with tools for developing executive coaches and working with business leaders. This second edition includes new chapters on Executive Stress Coaching and Coaching Across the Gender Divide.

Handbook of Coaching Psychology-Stephen Palmer 2018-11-16 The Handbook of Coaching Psychology: A Guide for Practitioners provides a clear and extensive guide to the theory, research and practice of coaching psychology. In this new and expanded edition, an international selection of leading coaching psychologists and coaches outlines recent developments from a broad spectrum of areas. Part One examines perspectives and research in coaching psychology, looking at both the past and the present as well as assessing future directions. Part Two presents a range of approaches to coaching psychology, including behavioural and cognitive behavioural, humanistic, existential,
being-focused, constructive and systemic approaches. Part Three covers application, context and sustainability, focusing on themes including individual transitions in life and work, and complexity and system-level interventions. Finally, Part Four explores a range of topics within the professional and ethical practice of coaching psychology. The book also includes several appendices outlining the key professional bodies, publications, research centres and societies in coaching psychology, making this an indispensable resource. Unique in its scope, this key text will be essential reading for coaching psychologists and coaches, academics and students of coaching psychology, coaching and mentoring and business psychology. It will be an important text for anyone seeking to understand the psychology underpinning their coaching practice, including human resource, learning and development and management professionals, and executives in a coaching role.

Individuals, Groups and Organizations Beneath the Surface-Lionel F. Stapley 2018-10-09 This volume is an introductory text to the individual and organizational dynamics by an author with extensive experience in the field. It examines the unconscious processes of human behaviour that affect all organizations and institutions. It is aimed at those who are currently employed as managers or consultants, students of management, and others with the opportunity to develop knowledge skills and ability in an area of organizational behaviour, which has been largely inaccessible to the majority.

Psychoanalytic Perspectives on a Turbulent World-Halina Brunning 2018-05-08 This article is intended to contribute to our understanding of the December 2001 collapse of Enron. The existing literature on Enron’s demise falls largely into two broad areas, involving either “micro” psychological explanations or “macro” accounts that emphasize the workplace and its environment; this paper is an exploratory study that focuses on a new interpretation which links the two areas more closely together. It is proposed that Enron’s culture was influenced by both “micro” and “macro” factors: an experience of unsuccessful paternal authority figures within
the family history of Enron’s leaders, coupled with an experience of problematic government and regulatory regimes associated with the gas industry. Drawing on concepts from psychoanalysis and its application to organizational dynamics, it is argued that these “micro” and “macro” factors helped to generate an Oedipal mindset in Enron’s leaders according to which external authority was seen to be weak and not worthy of respect, and that this contributed to Enron’s demise. Implications for theory are examined.

Incorporating a wealth of knowledge from international experts, this is an authoritative guide to provide a comprehensive overview of professional coaching. Grounded in current research, it addresses the historical, ethical, theoretical, and practice foundations of professional coaching, and examines such key therapeutic approaches as acceptance and commitment, internal family systems, psychodynamic, and interpersonal. In easily accessible language, the book discusses core considerations for effective practice such as presence, meaning-making, mindfulness, emotions, self-determination, and culture. The reference examines the variety of practice settings for the profession, including executive, life/personal, health/wellness, spiritual, team, education, and career coaching, along with critical issues such as research advances, credentialing, and training. Further contributing to coaching savvy, the book has techniques for measuring client progress, applications of adult development, intentional change theory, and more. Chapters include recommendations for further reading. Key Features: Provides a comprehensive overview of a fast-growing field Includes contributions from international experts Covers historical, professional, philosophical, and theoretical foundations as well as important applications and practice settings Includes suggestions for further reading Expands the range of practice settings Includes free ebook with purchase of print

Internal Consultancy in the Public Sector-Clare Huffington 1994 This book will intrigue internal
practitioners who are faced with repetitive problems in their practice, which they feel would more appropriately be addressed by a systems approach. It is also a taster for external consultants who want to extend their skills into public services.

Psychodynamic Coaching-Ulla Charlotte Beck 2019-07-31 In a postmodern age we all need a room of our own. A room - or space - where we can explore and reflect on how the rapidly changing world affects us. A room where it is possible to get a feeling of who we are, and wish to be, in the middle of the buzz of our everyday lives. Where it is possible to explore our challenges and possibilities and thus b

Executive Coaching: A Psychodynamic Approach-Sandler, Catherine 2011-10-01 This book aims to provide the reader with a clear and concise introduction to psychodynamic concepts and their application to executive coaching.

Psychodynamic Organisational Theory-Jacob Alsted 2019-09-02 On the surface, people go to work and come home again. They sometimes manage people while most are managed themselves. But beneath the function and structures of the work itself, a whole range of emotions affects the success of the relationship between employee and manager and ultimately the organisation they both belong to.

Psychodynamic Organisational Theory: Key Concepts and Cases provides a comprehensive but accessible introduction to this fascinating field of study. Featuring case vignettes which bring the various concepts to life, the book is divided into four parts. Part I looks at how the individual relates to the organisation and the unconscious energies they bring, while Part II examines group dynamics and how they affect productivity, including a chapter on meetings. Part III explores the realm of leadership and what roles a manager can play in managing their staff, while Part IV introduces the idea of personality and describes how the manager’s personality influences management dynamics as well as the wider organisational culture. Central to the book, as well as the idea that organisational phenomena are often unconscious, is the understanding that relationships are
always reciprocal. Through complex psychological dynamics manager and employee influence and change each other during the process of managing and being managed. This text will be essential reading for students and scholars of leadership, HRM, and organizational psychology, as well as consultants and managers looking for practical insights into how human relationships affect the success of every organisation.

Being a Systems Psychodynamic Scholar-Frans Cilliers 2019-12-17 This Festschrift has been compiled by Sanchen Henning in honour of the work of Professor Frans Cilliers. On behalf of colleagues and friends in South Africa and abroad, she illustrates their appreciation and respect for his role as scholar in Systems Psychodynamics. He produced various pioneering research projects in Organisational Psychology as his field of study, through the Systems Psychodynamic lens. A specific feature and contribution of the book is the application of Systems Psychodynamics to organisational matters and leadership consulting as well as to the lived experiences of postgraduate students and academics. The chapters include themes relevant on individual, group and organisational levels and are intended to contribute to the body of knowledge in the field.

Supervision In Action-Erik de Haan 2012-02-01 Supervision in Action aims to help professional and trainee supervisors, consultants and coaches to 'take care of themselves' - in other words, the art of learning from their own experience in their practice.

The Coaches' Handbook-Jonathan Passmore 2020-10-16 This comprehensive practitioner guide provides an accessible evidenced based approach aimed at those new to coaching and who may be undertaking coach training for a certificate in coaching or professional credentials or accreditation with the AC, ICF, EMCC, CMI or ILM. The book will also be useful for those who want to enhance their coaching skills. The Coaches Handbook is edited by Jonathan Passmore, an internationally respected expert and executive coach, with chapters from leading coaching practitioners from across the world.
The book is divided into seven sections. Section one examines the nature of coaching, its boundaries, the business case for coaching and how organisations can build a coaching culture. Section two focuses on deepening our self-understanding and understanding our clients, the non-violent communications mindset and the coaching relationship. Section three focuses on the key skills needed for coaching including goal setting, powerful questions, active listening, using direct communications and the role of silence, emotions and challenge in coaching. Section four offers a range of coaching approaches including behavioural, person-centred, solution-focused, psychodynamic, neuroscience, narrative, positive psychology, outdoor eco-coaching, team coaching, careers coaching and integrated coaching. Section five focuses on fundamental issues in coaching such as ethics and contracting and evaluation. Section six explores continuous professional development, reflection and the role of supervision, as well as how to establish your coaching business. The final section contains a host of coaching tools which practitioners can use to broaden their practice. Unique in its scope, this key text will be essential reading for coaches, academics and students of coaching. It is an important text for anyone seeking to understand the best practice approaches that can be applied to their coaching practice, including human resources, learning and development and management professionals, and executives in a coaching role.

The CCL Handbook of Coaching in Organizations - Douglas Riddle 2015-02-16

Effect better outcomes with a robust coaching program

The CCL Handbook of Coaching in Organizations deals with the practical, ethical, and political challenges of coaching within an organization. From coaching superiors to coaching business teams, this book outlines the Center for Creative Leadership (CCL) approach to professional coaching to help readers better manage leadership development and talent management program outcomes. With expert guidance on the key functions of human resources, learning and development, and organizational development,
readers will gain insight into the issues associated with coaching program implementation and management, and the use of internal versus external coaches. Coverage includes a wide range of coaching-based services used in most large organizations, with practical advice on creating the right programs for maximum impact within the available budget. Professional development is a hot topic and plays a key role in attracting and retaining the best talent. Coaching is a broad area within the field, encompassing a range of services and goals, with varied expectations and requirements. This book provides actionable guidance for those designing, initiating, and implementing coaching programs, with new approaches and techniques that drive better outcomes. Provide direct coaching within an organization Manage coaching systems and programs Initiate and lead mentoring and peer-coaching programs Manage external coaches, and deal effectively with coaching suppliers An ideal coaching program must balance need with budget and be tailored to the requirements and resources of both the organization and the participants. It's a complex undertaking, but the right strategy and planning can lead to even better than expected outcomes. For the human resources professional who wants to strengthen an organization's coaching program, CCL Handbook of Coaching in Organizations is a thoughtful reference for a specialized function. The Coaching Kaleidoscope-Manfred F.R. Kets de Vries 2010-07-06 Through sharing the research methodologies, and describing intervention and change techniques used in leadership development, this book, written by IGLC-INSEAD professors and leadership coaches, contributes to a better understanding of how organizations may go beyond coaching in order to create best places to work. Family Business on the Couch-Manfred F. R. Kets de Vries 2010-03-02 The challenge faced by family businesses and their stakeholders, is to recognise the issues that they face, understand how to develop strategies to address them and more importantly, to create narratives, or family stories that explain the emotional dimension of the issues to the family. The most intractable
family business issues are not the business problems the organisation faces, but the emotional issues that compound them. Applying psychodynamic concepts will help to explain behaviour and will enable the family to prepare for life cycle transitions and other issues that may arise. Here is a new understanding and a broader perspective on the human dynamics of family firms with two complementary frameworks, psychodynamic and family systematic, to help make sense of family-run organisations. Although this book includes a conceptual section, it is first and foremost a practical book about the real world issues faced by business families. The book begins by demonstrating that many years of achievement through generations can be destroyed by the next, if the family fails to address the psychological issues they face. By exploring cases from famous and less well known family businesses across the world, the authors discuss entrepreneurs, the entrepreneurial family and the lifecycles of the individual and the organisation. They go on to show how companies going through change and transition can avoid the pitfalls that endanger both family and company. The authors then apply tools that will help family businesses in transition and offer their analyses and conclusions. Readers should draw their own conclusions from careful examination of the cases, identifying the problems or dilemmas faced and the options for improved business performance and family relationships. They should ask what they might have done in the given situation and what new insight into individual or family behaviour each case offers. The goal is to avoid a bitter ending.

Psychological Dimensions Of Executive Coaching-Bluckert, Peter 2006-10-01 What are the critical success factors in effective executive coaching? What are the key competencies of a psychologically-informed coach? What are the similarities and differences between coaching and therapy? This book provides business coaches and management consultants with the framework for a psychological approach to executive coaching. It shows how performance-related issues in the workplace often have a
psychological dimension to them and provides the reader with an understanding of how to work in more depth to help people resolve their issues and unlock their potential. It analyzes what constitutes effective coaching, stressing the importance of sound coaching principles, good coaching process, the desirable competencies of the coach, the importance of the coaching relationship and the issue of coachability. It also examines the impact of a stronger psychological approach to coaching, exploring the key psychological competencies required, how to develop them, and the training and supervision issues implicit in this approach. A recurrent theme is the personal development of the coach throughout the coaching process and Peter Bluckert highlights the contribution that the Gestalt perspective offers the coach, through the use of self as instrument of change.

Anecdotes, stories and case samples are used throughout the book to illustrate situations so that the reader builds a picture of what psychologically-informed coaching looks like and how to practice ethically, responsibly and competently. Psychological Dimensions to Executive Coaching provides business and executive coaches, management consultants, human resource specialists, corporate executives/senior managers, health/social workers, occupational psychologists, teachers, psychotherapists and counsellors with the essential information they need to be successful coaches and empower their clients.

Psychodynamic Interventions in Pregnancy and Infancy builds on Björn Salomonsson’s experiences as a psychoanalytic consultant working with parents and their babies. Emotional problems during the perinatal stages can arise and be observed and addressed by a skilled midwife, nurse or health visitor. Salomonsson has developed a method combining nurse supervision and therapeutic consultations which has lowered the thresholds for parents to come and talk with him. The brief consultations concern pregnant women, mother and baby, husband and wife, toddler and parent. The
theoretical framework is psychoanalytic, but the mode of work is eclectic and adapted to the family’s situation and its members’ motivation. This book details such work, which can be applied globally; perinatal psychotherapy integrated with ordinary medical health care. It also explains how psychotherapy can be made more accessible to a larger population. Via detailed case presentations, the author takes the reader through pregnancy, childbirth and the first few years of life. He also brings in research studies emphasizing the importance of early interventions, with the aim of providing therapists with arguments for such work in everyday family health care. To further substantiate such arguments, the book ends with theoretical chapters and, finally, the author’s vision of the future of a perinatal health care that integrates medical and psychological perspectives. Psychodynamic Interventions in Pregnancy and Infancy will appeal to all psychoanalysts and psychoanalytic psychotherapists working in this area, as well as clinical psychologists, clinical social workers and medical personnel working with parents and infants.

Working Below the Surface-David Armstrong 2018-04-24 The chapters contributed to this book have been written by the staff and associates of The Tavistock Consultancy Service, whose distinctive competence is in the human dimension of enterprise and the dynamics of the workplace. The intention is to identify and explore some of the key themes that have emerged, such as the emotional world of the organisation and the dynamics of resistance to change, and how these affect and influence the understanding of leadership and management in contemporary organizations. No attempt is made to reach a consensus, but rather to raise and map out a territory of continuing question and debate. Contributors:David Armstrong; Andrew Cooper; Tim Dartington; William Halton; Sharon Horowitz; Linda Hoyle; Clare Huffington; Kim James; Sarah Miller; Anton Obholzer; Jane Pooley; and Nick Temple. Part of the Tavistock Clinic Series.

Psychodynamic Coaching-Claudia Nagel
2019-06-27 In Psychodynamic Coaching: Distinctive Features, Claudia Nagel presents a comprehensive overview of the unique features of psychodynamic coaching. As leaders and managers acknowledge the need to understand themselves and their context by looking underneath the surface to improve their decision-making, psychodynamic approaches offer unique insight. Psychodynamic Coaching: Distinctive Features covers not only the major theory but also the practice of coaching, giving guidance from beginning to end of the client relationship. Constructive, holistic and accessible, it demonstrates the impact and dynamics of the unconscious whilst illustrating the power of understanding human behaviour in the complexity of the modern world. With a focus on emotions and relationships in supporting modern leaders adapting to organisational challenges, this book will be an invaluable tool for coaches of all backgrounds, academics and students of coaching and organisational behaviour, and also clinicians. It will also be a key resource for senior leaders for their own personal growth.

Executive Coaching with Backbone and Heart-Mary Beth A. O'Neill 2011-01-06 Praise for Executive Coaching with Backbone and Heart "In this book, O'Neill brings form and structure to the art of executive coaching. Novices are provided a path while seasoned practitioners will find affirmation." —Daryl R. Conner, CEO and president, ODR-USA, Inc. "Mary Beth O'Neill's executive coaching gave me the tools and clarity to become a far more effective leader and change agent. The bottom line was that we succeeded with a monumental organizational turnaround that had seemed impossible to accomplish." —Eric Stevens, former CEO, Courage Center "O'Neill writes in a way that allows you to see this experienced coach in action. What a wonderful way to learn!" —Geoff Bellman, consultant and author, The Consultant's Calling "Mary Beth brings a keen business focus to coaching by not just contributing insights but through helping me and my team gain the insights that we need to solve our own problems. She has the ability to see through the sometimes chaotic dialogue and personalities in order to
help a team focus on the real issues and dynamics that can impede organizations from achieving their goals." —John C. Nicol, general manager, MSN Media Network "Effective leaders require courage, compassion, and initiative. O'Neill's systems-based coaching serves as a guide for both coaches and executives to better enable good decisions and good decision-makers." —Paul D. Purcell, president, Beacon Development Group "With Mary Beth O'Neill's coaching, I've become the kind of leader who balances both the needs to get results and to develop great working relationships. Since I started working with her, I've won accolades as the Top Innovator for my company, and as Professional of the Year for my industry. More important, I've been able to scope my job in a way that allows me to learn and contribute at the same time, all the while delivering great results to the bottom line." —Lynann Bradbury, vice president, Waggener Edstrom

The SAGE Encyclopedia of Action Research

David Coghlan 2014-08-11 Action research is a term used to describe a family of related approaches that integrate theory and action with a goal of addressing important organizational, community, and social issues together with those who experience them. It focuses on the creation of areas for collaborative learning and the design, enactment and evaluation of liberating actions through combining action and research, reflection and action in an ongoing cycle of cogenerative knowledge. While the roots of these methodologies go back to the 1940s, there has been a dramatic increase in research output and adoption in university curricula over the past decade. This is now an area of high popularity among academics and researchers from various fields—especially business and organization studies, education, health care, nursing, development studies, and social and community work. The SAGE Encyclopedia of Action Research brings together the many strands of action research and addresses the interplay between these disciplines by presenting a state-of-the-art overview and comprehensive breakdown of the key tenets and methods of action research as well as detailing the work of key theorists and
Contributors to action research. To watch a video of editor David Coghlan discuss the importance of this major reference work as well as the implications, challenges and successes of editing The SAGE Encyclopedia of Action Research, click here: http://youtu.be/P6YqCdZCZCs

Coaching And Mentoring Supervision: Theory And Practice-Bachkirova, Tatiana 2011-10-01 The book provides a comprehensive guide to this developing area of complex, multi-disciplinary professional practice. A specially selected group of international authors from different theoretical backgrounds and with different contextual experience have contributed information and insights, and made explicit links between theory and practice.

Passionate Supervision-Robin Shohet 2008 Practitioners working in the helping professions realise the importance of supervision as a space for: reflection; compassionate inquiry; and continuing professional development. This book presents examples of good practice which will help readers to enhance their own supervisory relationships. Robin Shohet brings together supervisors from the fields of consultancy, education, coaching, psychotherapy, youth work and homeopathy, many of whom have been supervising for over 20 years. The contributors explain why supervision continues to be just as important as when they first started, and describe how and why they have managed to stay passionate about their chosen career. The book features numerous case examples to illustrate the different perspectives, demonstrating that supervision is essential and rewarding in a variety of professions. Passionate Supervision is a valuable resource for anyone working in the helping professions, for whom supervision is an integral part of their work.

Personal Consultancy-Nash Popovic 2013-10-23 Making the case for an integrated approach to the practices of counselling, psychotherapy and coaching, Personal Consultancy provides a coherent and systematic framework for working with clients. Nash Popovic and Debra Jinks use their experience in the area of integrative practice to demonstrate how this wider approach can be a more comprehensive way of helping
clients than coaching or counselling on its own. The authors explain how a range of techniques and approaches from various one-to-one practices can be brought together under the framework of Personal Consultancy, creating a method that is systematic, ethical and professional but not limited by any particular theoretical bias or preconceptions. With chapters by guest authors who discuss their perspectives on the approach and its application across various contexts, Personal Consultancy demonstrates that it is possible to combine the reparative work normally associated with counselling with the more proactive, goal-oriented approach of coaching. The result is a method that allows clients to have their counselling and their coaching needs met within one relationship and which allows the practitioner more flexibility and freedom than when using a single approach. Personal Consultancy will be essential reading for practicing coaches and counsellors, especially those already integrating the two approaches or those looking to do so, as well as students and those in training.

Techniques for Coaching and Mentoring-Natalie Lancer 2016-07-15 This is a fully revised and updated second edition of the successful Techniques for Coaching and Mentoring, also incorporating the best bits of its sister text Further Techniques for Coaching and Mentoring. The book presents a comprehensive and critical overview of the wide range of tools and techniques available to coaches and mentors. With a strong academic underpinning, it explores a wide range of approaches, and provides techniques both for use with clients and to support professional development of the coach or mentor. Key features include: Easy-to-use resources and techniques for one-to-one coaching; Case studies throughout the text, helping to put theory into practice; An overview of different theoretical approaches; A dedicated section on ‘themes for the coach’ discussing coaching across cultures, evaluating your coaching and looking after yourself as a coach; and Downloadable worksheets for each technique. Techniques for Coaching and
Mentoring 2nd Edition is an invaluable resource for professional coaches and mentors looking to enhance their practice, and for students of coaching and mentoring.