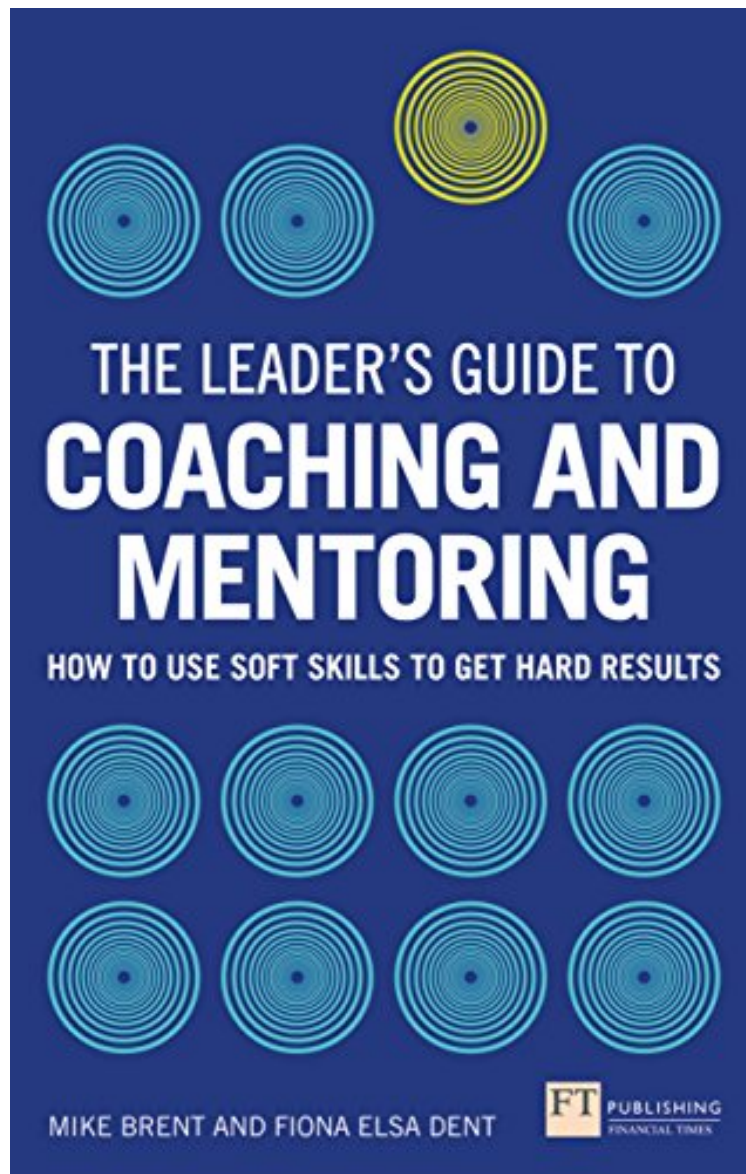


[Download free ebook] The Leader's Guide to Coaching Mentoring: How to Use Soft Skills to Get Hard Results

The Leader's Guide to Coaching Mentoring: How to Use Soft Skills to Get Hard Results

Fiona Dent, Mike Brent

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Fiona Dent, Mike Brent : The Leader's Guide to Coaching Mentoring: How to Use Soft Skills to Get Hard Results before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Leader's Guide to Coaching Mentoring: How to Use Soft Skills to Get Hard Results:

0 of 0 people found the following review helpful. Timely combination of coaching and mentoring practices By Finn As a matter of fact, with more and more talented and ambitious members of the Generation X and Generation Y in the workplaces, mentoring and coaching becomes more and more important. These generations, more than the generations before them, expect more than just clear day-to-day work related guidance from line managers and leaders. This makes the 'The Leader's Guide to Coaching Mentoring' a valuable asset as it explains the commonalities and differences of the two approaches and provides practical guidance on how to implement these. I found the coaching scenario of 'The line manager as a coach' extremely valuable as it provides a practical guide to combining coaching mentoring with performance management which I previously regarded as being mutually exclusive. Examples on how to mentor in a line management position helped me to balance motivation of team members and driving a performance culture. The book is very well written starting with general explanations and background information followed by real world examples and practical guidance.

'The Leader's Guide to Coaching Mentoring' is a highly practical handbook that helps managers get the most out of their people. It includes grounded advice on the practicalities of both coaching and mentoring – such as how to structure a session – as well as core content on: • The skills required for coaching and mentoring, including listening, questioning, observing body language, challenging and affirming • The established processes for coaching and mentoring, such as GROW, relational coaching, reverse mentoring and solution-focused coaching • The scenarios in which coaching and mentoring skills are particularly appropriate, for example, coaching under-performers, coaching star performers and coaching for career development There is also a handy section on the 10 pitfalls to avoid when coaching or mentoring. Written in the no-nonsense and engaging style of the other 'Leader's Guide' books, this is the best tool on the market for managers wanting to coach their people to optimum performance. In this hands-on book, Mike and Fiona highlight the real difference between conventional management and effective leadership: management is a profession, while coaching is much wider; it encourages social interaction; and a focus on human relationships at work. That's what new generations expect and respect. Laurent Choain, Chief People Communication Officer, Mazars Group 'It's not always easy for managers to recognise what real coaching is, let alone its value. This book makes a compelling case for the Manager as Coach and contains real, usable examples of how to go about it.' Ian Johnston, Chief Executive, Dubai Financial Services Authority

From the Back Cover 'A superb guide for leaders: a complete overview of coaching and mentoring practices along with clear, concrete and practical advice' Guy Mansfield, CFO, TOTAL Oil India Effective coaching and mentoring skills are essential in driving people to reach their full potential at work. They are often labelled as 'soft skills', but there's nothing soft about the impact they will have on your business performance. This is a must-read for every leader who wants to develop their coaching style, motivate others to achieve more and learn what it takes to be a successful mentor. MAXIMISE YOUR COACHING AND MENTORING SKILLS TO UNLOCK TOP PERFORMANCE About the Author Mike Brent is a Client and Programme Director at Ashridge. He's worked as a management trainer and consultant with GE, HP, Ericsson, France Telecom, ICI, Volvo and Bang Olufsen and has run seminars in Japan, China, Uzbekistan, Thailand, Malaysia, Indonesia, USA, Canada and South America. Fiona Dent is a former Director of Executive Education at Ashridge. She is currently a freelance tutor and consultant at Ashridge, teaching on a national and international basis.