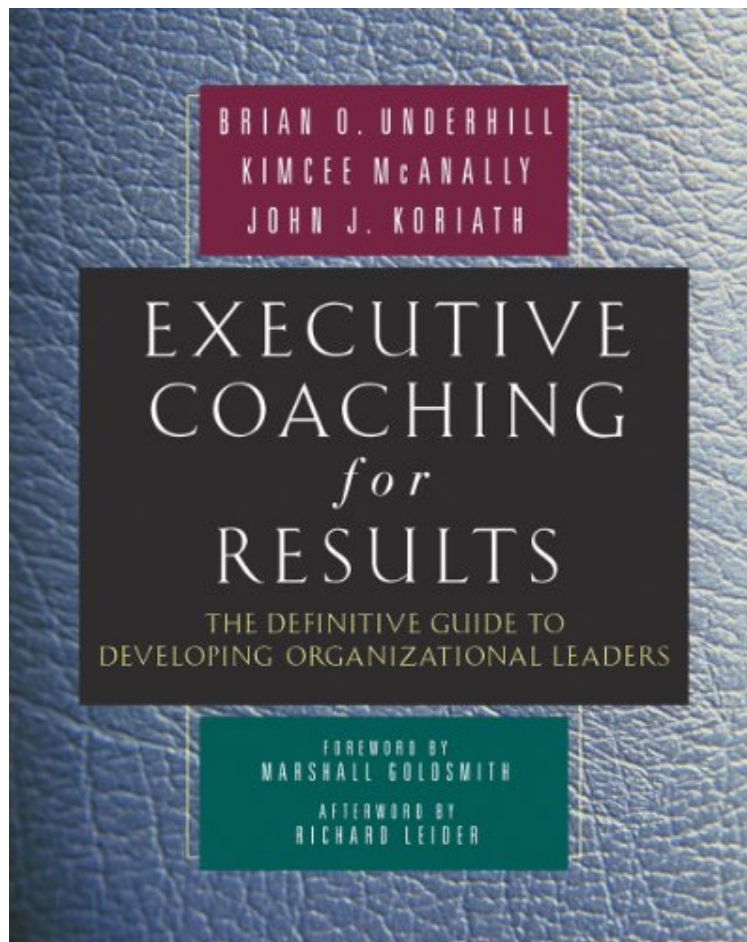


# Executive Coaching for Results: The Definitive Guide to Developing Organizational Leaders

Brian O. Underhill, Kimcee McAnally, John J. Koriath  
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**Brian O. Underhill, Kimcee McAnally, John J. Koriath : Executive Coaching for Results: The Definitive Guide to Developing Organizational Leaders** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Executive Coaching for Results: The Definitive Guide to Developing Organizational Leaders:

2 of 2 people found the following review helpful. Coaching RoadmapBy Kristine BarrSo what exactly is coaching? What does the process look like? What can the coachee expect from the coach? When does one use a coach? When I tell people I am a business coach, I often am asked "Is that the same as a life coach?" or "What should I expect as a result?" The Executive Coaching for Results book is a great tool to use explain to a prospect or someone who is sketical about what business coaching really is! Thanks Brian, Kimcee and John! I've quoted your material often in presentations and proposals!1 of 1 people found the following review helpful. Coaching ProcessBy Beta\_JunkieThis is a very good book on the mechanics / process of executive coaching, with a lot of good insight on making sure coaching engagements have tangible measures of success. I would recommend this book not only for executive coaching, but as a source of info to help any strategic engagement with a client be more effective.0 of 0 people found

the following review helpful. Good reference for coaching. By ifr I like the results-oriented approach. This was useful in helping me to organize my own approach.

The first comprehensive guide to using executive coaching in organizations; Based on the authors' rigorous original research with dozens of leading companies; Includes extensive case studies, examples of coaching tools, advice on measuring ROI, and much more. The field of executive coaching is growing at an astonishing rate. Corporations are increasingly turning to coaching as an intervention, as it offers leaders and managers both on-the-job learning and built-in follow-up. Human resource and leadership development practitioners must wade through a wilderness of conflicting information about when to use coaching, how to do it well, and how to evaluate the cost-effectiveness and success of any coaching intervention. *Executive Coaching for Results* helps this critical leadership development technique come of age. This is not a how-to-coach book; there are already plenty of those; but rather a comprehensive guide on how to strategically use coaching to maximize development of talent and link the impact of coaching to bottom-line results. Underhill, McAnally, and Koriath draw on their rigorous original research with Fortune 1000 and Global 500 companies such as Dell, Sony, Johnson Johnson, Disney, Unilever, Wal-Mart, and many others to cover topics like coaching as part of an overall leadership development strategy; typical activities and instruments used during coaching; costs of coaching; development of an internal coaching program; selection of the right coach for the job; the ROI of coaching; follow-up after coaching; and much more. Offering practical learning, best practices, and illuminating case studies, this is the first definitive guide to the effective use of executive coaching in the corporate environment.

From the Publisher *Executive Coaching for Results* includes topics such as: \* Integrating coaching into your organization's overall leadership development strategy \* Locating and screening coaches worldwide \* Developing an internal coaching program \* Deciding which coaching assessments and instruments are appropriate to your situation \* Measuring the impact and ROI of coaching \* Following up after coaching Throughout, the authors provide numerous examples from major organizations such as Dell, Johnson and Johnson, Intel, and Wal-Mart. Offering practical learning, best practices, and illuminating case studies, this is the first definitive guide to the effective use of executive coaching in the corporate environment. From the Back Cover "Finally, the best of the corporate executive coaching world all in one place! This is the definitive guide." -- Marshall Goldsmith, author of *What Got You Here Won't Get You There* "Required reading for HR executives, practitioners, and all students having a serious interest in the development of leadership talent." -- Dr. Laurence S. Lyons, founding director, The Metacorp Group, and editor of *Coaching for Leadership: The Practice of Leadership Coaching from the World's Greatest Coaches* About the Author Brian O. Underhill is the founder of CoachSource and a member of the Alexcel Group. He has contributed to the books *Coaching for Leadership*, second edition, and *Best Practices in Leadership Development and Organization Change*. Kimcee McAnally is an owner/partner of Claris Solutions, consulting in strategy development, executive coaching, leadership development, training, and change management. John Jay Koriath is Vice President of Quality at EDA Networks.