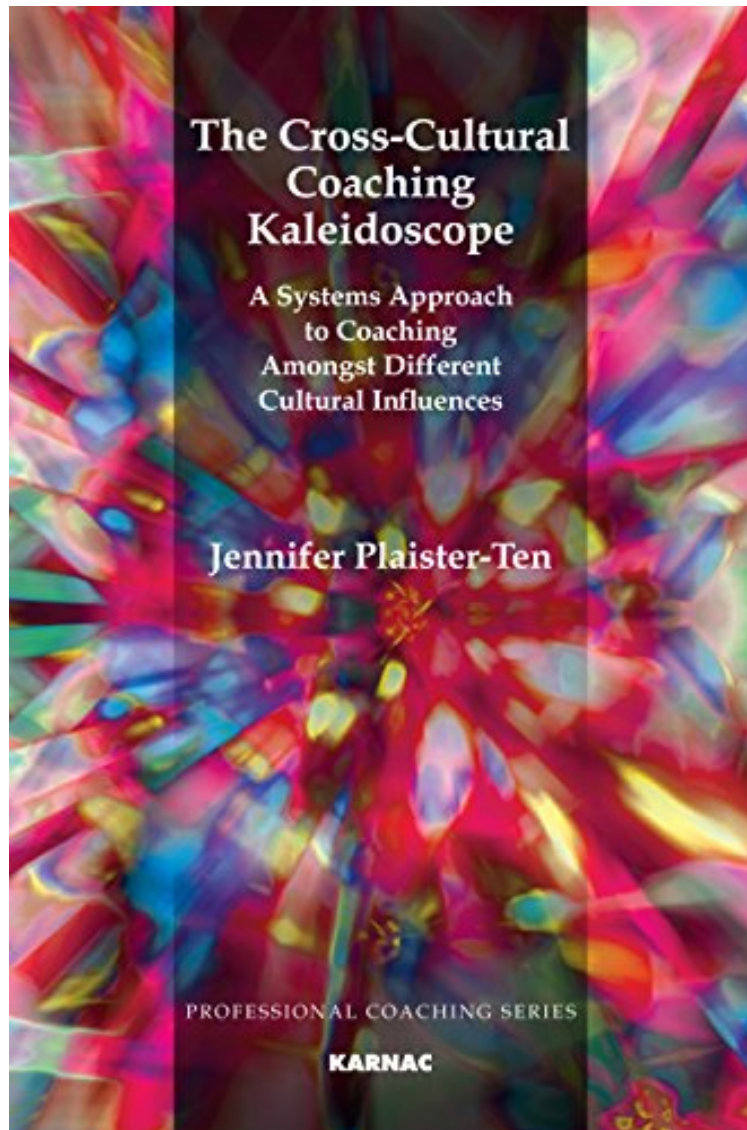


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Jennifer Plaister-Ten

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Jennifer Plaister-Ten : The Cross-Cultural Coaching Kaleidoscope: A Systems Approach to Coaching Amongst Different Cultural Influences (The Professional Coaching Series) before purchasing it in order to gage whether or not it would be worth my time, and all praised The Cross-Cultural Coaching Kaleidoscope: A Systems Approach to

Coaching Amongst Different Cultural Influences (The Professional Coaching Series):

Coaching has emerged from a Western, largely Anglo-American, perspective that may not be appropriate across cultures, given the multi-cultural nature of societies and workplaces today and the working practice of virtual teams. This has repercussions for the coaching profession. There is little knowledge about the constituent factors of cross-cultural coaching; or the attitudes, skills and knowledge required to practice in a global market. Therefore, there is little sharing of best practice that in turn has an impact upon coaching competency. This book shows a unique approach to describing the impact of culture in the coaching relationship. It demonstrates how culture can affect our perceptions, thoughts and emotions, influence our choices and impact our behaviour. It identifies the need for the coach to become adept at raising awareness of cultural influences and to reframe psychological constructs often thought to have universal meaning; such as responsibility. Consequently, it moves way beyond studies of culture which draw on national characteristics, cultural dimensions or orientations, and proposes that our culture has individual and distinct meanings for each and every one of us. The book is based upon research conducted by the author during her Masters study. It also draws upon case studies from global practitioners who have been using the Cross-Cultural Kaleidoscope model, upon which the book draws its title. Appealing to executive coaching practitioners and academics alike, this book is intended to offer a fresh approach to coaching in an increasingly complex, mobile and intercultural world.

"Jennifer Plaister-Ten challenges all of us who are coaching in a global organization to think about the impact of culture on our work in a much deeper and more thoughtful way. This is a brilliant, challenging and informative book that is a must-read for coaches working in multinational organizations." (Sally Bonneywell, VP Coaching, Talent, Leadership and Organization Development CoE, GlaxoSmithKline)"Without doubt the most significant text in the field of intercultural coaching for a decade. Enjoyable, insightful, evidence-based and provocative, this is an essential volume on the coach's bookshelf." (Professor David Clutterbuck, David Clutterbuck Partnership)"This book is vital reading for coaches who work in a cross-cultural setting, which, as the author suggests, means all of us. The text enhances awareness of the influence of culture for both the coach and the client and enables reflection on what it means to work with different cultural influences. The implications for practice are vast." (Dr Elaine Cox, Co-Director of the International Centre for Coaching and Mentoring Studies, Oxford Brookes University)"Jennifer Plaister-Ten brings a valuable contribution to intercultural coaching by exploring in depth the multi-faceted cultural influences that shape our perceptions. She promotes a dynamic and inclusive notion of culture, which is very much needed in today's complex and turbulent environment." (Philippe Rosinski, Principal, Rosinski and Company, Belgium)"A very useful, culture-sensitive approach to the often essentially ethnocentric pursuit of coaching -- long overdue and going far beyond the few existing cultural takes on coaching and mentoring." (Professor Peter Franklin, Asian Studies and Management, Konstanz University of Applied Sciences, Germany)"The model that Jennifer Plaister-Ten has developed through her research is a helpful tool for coaches to examine and challenge their own assumptions. In South Africa, where cultural differences and belief systems were emphasised to keep the Apartheid system alive, this tool could be very useful in helping us all to challenge those assumptions and belief systems that we were socialised into believing to be the 'truth' about our fellow citizens." (Dr Lloyd Chapman, author and executive coach, Philos Performance, South Africa)About the AuthorJennifer Plaister-Ten is a consultant, coach and trainer. She has held senior positions for companies such as ICL/Fujitsu and Compaq/HP and has lived and worked in Asia, USA and the Netherlands. She founded a marketing consultancy in Singapore and is now Director of 10 Consulting Ltd. Jenny is married inter-culturally and has a son who attends the European School and enjoys a multi-cultural lifestyle in both the Netherlands and the UK.